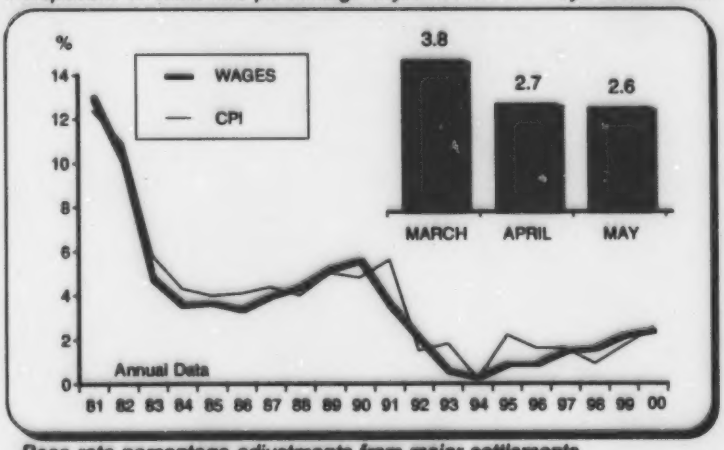
Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information Directorate
1-800-567-6866
or (819) 997-3117

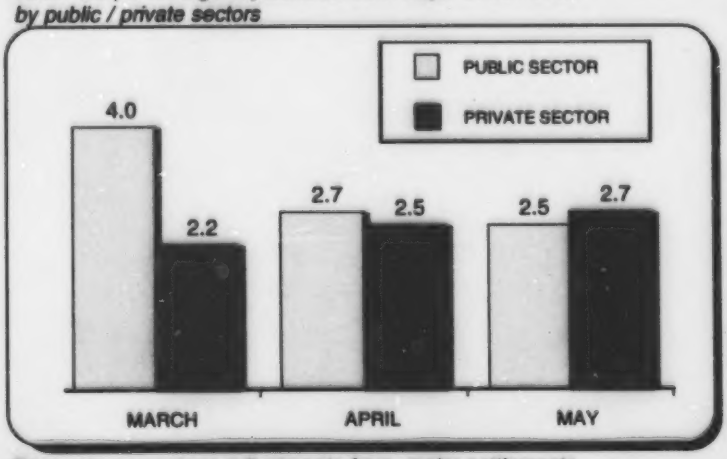
BULLETIN

July 2001
Volume 12, Issue 7

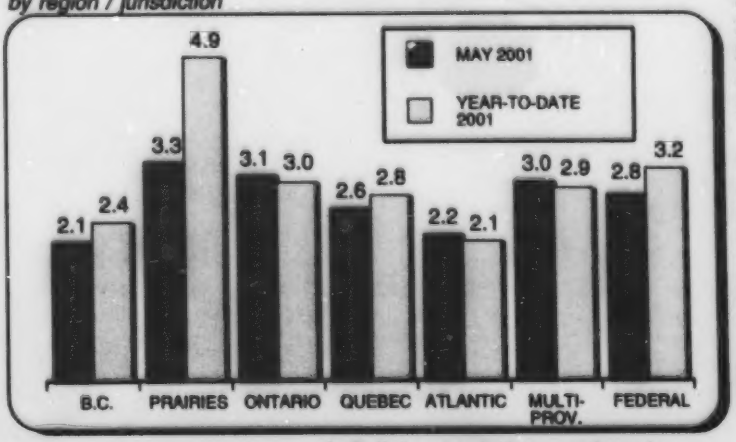
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for May 2001

Major collective bargaining settlements reached in **May 2001** provided base-rate wage increases averaging **2.6 per cent** annually over the contract-term. This figure was fractionally lower than the 2.7 per cent average for April, and marginally higher than the 2.5 per cent average for the year 2000.

The May 2001 results are based on a review of 35 settlements reached in the period, with a coverage of 105,740 employees. When the parties to the May 2001 settlements previously negotiated (with contract durations averaging 34 months), the resulting wage adjustments averaged 1.1 per cent, compared to the 2.6 per cent in their current round of settlements and current contract durations averaging 33 months.

Wage adjustments in base rates for the year-to-date (January to May 2001) averaged 3.1 per cent.

The Health Employers' Association of B.C. settlement (at 2.1 per cent) covering 46,000 non medical employees (44% of all employees covered in May's major agreements) had a moderating influence on the aggregate wage figure.

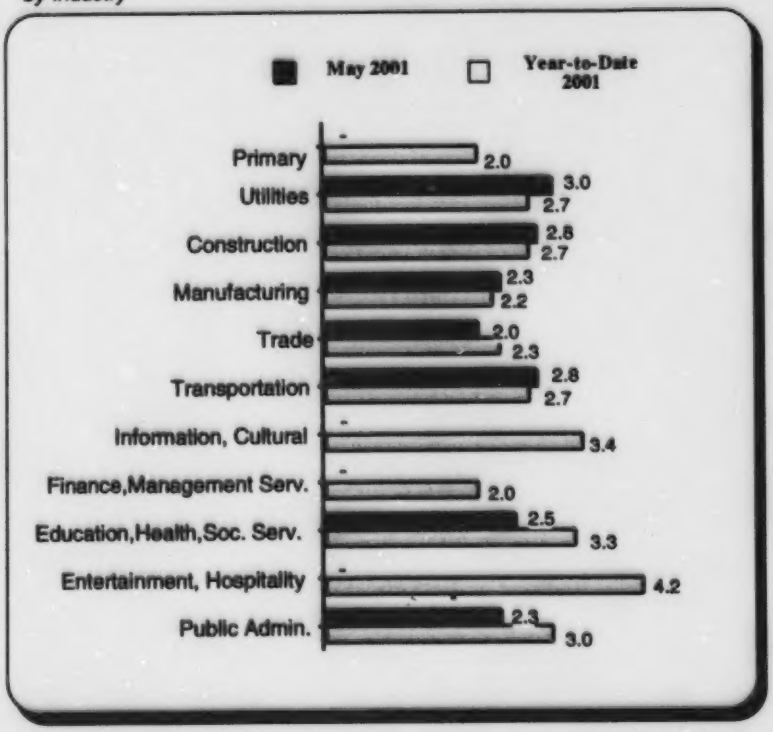
Public-sector wage adjustments for 79,810 employees in 19 settlements averaged **2.5 per cent**, down slightly from the 2.7 per cent figure reached in the previous month, and the same as the average of 2.5 per cent for the year 2000. In the **private sector**, wage increases for 25,930 employees in 16 agreements averaged **2.7 per cent**, above the previous month's figure of 2.5 per cent, and from last year's average of 2.3 per cent.

On a regional/jurisdictional basis, wage increases in descending order of magnitude were: the Prairie provinces at 3.3 per cent (2 agreements); Ontario at 3.1 per cent (20 agreements); 1 multi-province agreement at 3.0 per cent; the Federal jurisdiction at 2.8 per cent (2 agreements); Quebec at 2.6 per cent (3 agreements); the Atlantic provinces at 2.2 per cent (3 agreements) and British Columbia at 2.1 per cent (4 agreements).

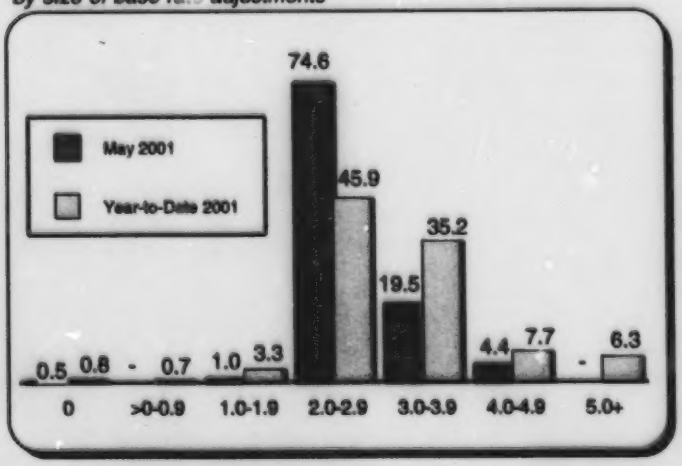
Canada

On an industry basis, the largest increase was in the **utilities** sector as a single agreement provided 740 employees with a wage adjustment averaging **3.0 per cent.** The largest concentration of employees was in **education, health and social services**; 11 agreements provided 68,330 employees (65% of all employees covered) with wage gains averaging **2.5 per cent.** In the **construction** sector, 11 agreements provided 19,650 workers with wage gains averaging **2.8 per cent.** In **public administration**, 5 agreements provided 6,890 employees with wage increases averaging **2.3 per cent.** In **transportation,** 2 agreements provided 6,000 employees with increases averaging **2.8 per cent.** In the **manufacturing sector**, 3 agreements provided 2,370 employees with wage increases averaging **2.3 per cent.** In the **trade sector** wage increases averaged **2.0 per cent for 1,760 employees in 2 settlements.** There were no major settlements in **primary industries, information and cultural industries, finance & management services** or **entertainment and hospitality industries.**

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic provinces	3	5,670
Quebec	3	1,750
Ontario	20	40,890
Prairie provinces	2	1,290
B.C.	4	48,840
Multi-province	1	1,300
Federal	2	6,000

102-01577/

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS

(effective average annual percentage adjustments in base rates)

	1998	1999	2000	2000				2001	Year to	2001		
				1	2	3	4	1	Date	Mar	Apr	May
All Industries/Jurisdictions												
Average Annual Adjustment	1.7	2.2	2.5	2.4	2.5	2.3	2.9	3.5	3.1	3.8	2.7	2.6
Non-COLA	1.6	2.0	2.5	2.4	2.5	2.4	2.9	3.7	3.4	4.4	3.0	3.0
COLA	2.8	3.5	2.2	2.3	2.5	1.8	2.1	2.8	2.4	2.9	2.1	2.2
First Year Increase	1.4	1.9	2.3	2.0	2.6	2.4	3.1	4.2	3.5	5.2	3.0	2.6
Non-COLA	1.4	1.7	2.3	1.9	2.6	2.6	3.1	4.3	3.8	5.9	3.5	2.9
COLA	2.5	3.4	2.3	2.5	3.0	1.1	1.6	3.9	2.9	4.2	2.1	2.4
Industries												
Primary	1.1	2.2	1.6	-	1.5	-	2.3	2.1	2.0	-	1.8	-
Utilities	2.4	1.8	3.2	3.7	2.8	2.5	2.7	2.8	2.7	3.0	2.2	3.0
Construction	2.4	2.0	3.6	3.9	2.4	2.7	-	2.5	2.7	-	2.8	2.8
Manufacturing	1.5	3.5	2.4	2.6	2.9	2.2	1.5	1.8	2.2	1.1	2.5	2.3
Wholesale and Retail Trade	1.8	1.3	1.6	2.1	2.2	1.5	1.7	2.9	2.3	2.9	-	2.0
Transportation	2.1	2.8	2.4	2.3	2.2	2.8	2.4	2.6	2.7	3.1	3.1	2.8
Information and Cultural Industries	1.1	2.5	2.9	2.3	-	2.0	3.7	3.7	3.4	-	1.7	-
Finance, Management Services	0.8	2.8	1.8	2.0	1.9	1.6	-	2.0	2.0	1.2	-	-
Education, Health, Social Services	1.4	1.8	2.6	2.2	3.7	2.8	3.3	4.2	3.3	5.0	2.4	2.5
Entertainment,Hospitality Industry	3.4	2.6	3.1	-	-	2.3	4.1	3.0	4.2	-	4.3	-
Public Administration	1.8	2.2	2.3	2.5	2.1	2.6	2.4	3.1	3.0	2.9	3.2	2.3
Jurisdictions												
Newfoundland	1.3	1.6	3.6	2.4	2.3	-	6.3	-	-	-	-	-
Prince Edward Island	2.1	2.7	2.2	-	2.2	-	-	2.5	2.5	-	-	-
Nova Scotia	2.9	2.1	2.2	2.2	-	-	-	2.0	2.4	-	2.2	2.5
New Brunswick	1.5	2.4	2.8	1.5	2.5	2.7	3.3	2.0	2.0	2.0	-	2.0
Quebec	1.1	1.6	2.3	2.3	2.7	2.8	2.6	3.9	2.8	-	2.1	2.6
Ontario	1.6	2.2	2.5	2.5	2.3	2.2	2.9	2.9	3.0	2.3	3.3	3.1
Manitoba	1.4	2.5	2.6	2.5	2.4	2.4	3.5	1.8	2.2	0.6	3.0	-
Saskatchewan	1.8	2.0	3.5	2.0	-	-	3.6	3.0	3.0	3.0	-	3.0
Alberta	3.0	4.0	4.4	3.8	5.9	3.0	3.4	5.8	5.5	6.6	3.4	3.7
British Columbia	0.8	0.8	1.7	0.6	0.7	1.9	2.2	2.9	2.4	2.9	2.0	2.1
Multi-Province	1.5	2.2	2.4	2.6	1.8	2.7	2.3	3.2	2.9	3.2	2.8	3.0
Federal Jurisdiction	2.1	2.8	2.2	2.2	2.0	3.0	2.4	3.3	3.2	3.1	1.7	2.8
Public Sector	1.6	1.9	2.5	2.3	2.5	2.6	3.1	3.7	3.2	4.0	2.7	2.5
Private Sector	1.8	2.7	2.3	2.9	2.4	1.9	2.2	2.4	2.5	2.2	2.5	2.7
Consumer Price Index	0.9	1.7	2.7	2.7	2.4	2.7	3.1	3.0	3.2	2.5	3.6	3.9

*January to May data

Data for the current month are preliminary.

MAJOR SETTLEMENTS REACHED IN MAY

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Utilities (1 agreement)	**740**	**3.0**	**3.3**	**36**	
SaskEnergy Inc., office and clerical employees, province-wide, Sask.	740	3.0	3.3	36	2004/01/31
Construction (11 agreements)	**19,650**	**2.8**	**3.1**	**35.7**	
Alberta Roadbuilders & Heavy Construction Association, operating engineers, province-wide, Alta.	550	3.7	4.0	24	2003/02/28
Architectural Glass and Metal Contractors Association, glaziers, province-wide, Ont.	600	2.5	2.4	36	2004/04/30
Independent Plumbing and Heating Contractors' Association, plumbers and pipefitters, Metropolitan Toronto, Ont.	500	4.1	4.6	36	2004/04/30
Master Insulators' Association of Ontario Inc., insulation workers, province-wide, Ont.	1,200	2.5	2.5	36	2004/04/30
Mechanical Contractors Association of Ontario, plumbers and pipefitters, province-wide, Ont.	8,000	2.8	3.2	36	2004/04/30
Metropolitan Plumbing and Heating Contractors Association, plumbers and pipefitters, Metropolitan Toronto, Ont.	700	2.9	2.7	36	2004/04/30
Ontario Formwork Association, heavy equipment operators, province-wide, Ont.	600	3.7	3.8	36	2004/04/30
Ontario Industrial Roofing Contractors' Association, roofers, province-wide, Ont.	1,300	3.0	2.9	36	2004/04/30
Plasterers Employer Bargaining Agency, plasterers, province-wide, Ont.	500	2.7	3.7	36	2004/04/30
Rodworker Employer Bargaining Agency, rodmen, province-wide, Ont.	1,500	2.7	2.8	36	2004/04/30
Terrazzo, Tile and Marble Guild of Ontario, Inc., masonry workers, province-wide, Ont.	4,200	2.8	2.9	36	2004/04/30
Manufacturing (3 agreements)	**2,370**	**2.3**	**2.3**	**38.5**	
Cleyn & Tinker Inc., plant and maintenance employees, Huntingdon, Que.	500	2.8 *	3.1	48	2004/05/02
Consumers Glass, plant and maintenance employees, Brampton, Ont.	550	0.0 *	0.0	36	2004/03/01
Trenton Works Ltd., production, Trenton, N.S.	1,320	3.0 *	3.0	36	2003/10/31
Wholesale and Retail Trade (2 agreements)	**1,760**	**2.0**	**2.1**	**30.9**	
Société des alcools du Québec, warehouse employees, province-wide, Que.	750	2.5	2.5	24	2002/12/31
Valumart and Independent Grocers, retail employees, province-wide, Ont.	1,010	1.6	1.8	36	2004/01/31
Transportation (2 agreements)	**6,000**	**2.8**	**2.8**	**42.2**	
Canada Post Corporation, postal supervisors, Canada-Wide	3,100	2.9 *	2.5	48	2005/03/31
Canadian Pacific Limited, shopcraft employees, System-Wide	2,900	2.8	3.2	36	2003/12/31
Education, Health and Social Services (11agreements)	**68,330**	**2.5**	**2.5**	**30.8**	
Capital District Health Authority, office and					

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

continued on next page

MAJOR SETTLEMENTS REACHED IN MAY

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
clerical employees, province-wide, N.S.	1,350	2.0	2.0	36	2003/10/31
District School Board of Niagara, elementary teachers, St. Catharines, Ont.	1,900	3.0	3.0	12	2002/08/31
Dufferin-Peel Catholic District School Board, occasional teachers, Mississauga, Ont.	720	2.0	2.0	12	2001/12/31
Health Employers Association of British Columbia, \ non-medical employees, province-wide, B.C.	46,000	2.1 *	2.3	36	2004/03/31
Lambton Kent District School Board, elementary teachers, Sarnia, Ont.	1,000	4.7	4.7	12	2001/08/31
Near North District School Board, elementary teachers, Parry Sound, Ont.	530	2.5	2.5	12	2001/08/31
Ottawa-Carleton District School Board, elementary teachers, Nepean, Ont.	3,200	4.0	6.1	24	2002/08/31
Toronto District School Board, instructors, Toronto, Ont.	2,880	3.5	2.0	20	2002/04/30
Toronto District School Board, custodial, Toronto, Ont.	2,800	3.5	2.0	20	2002/04/30
Toronto District School Board, office and clerical employees, Toronto, Ont.	7,200	3.5	2.0	20	2002/04/30
University College of the Fraser Valley Board, post-secondary, non university teachers, Abbotsford, B.C.	750	2.6	2.0	24	2003/03/31
Public Administration (5 agreements)	**6,890**	**2.3**	**2.5**	**41.2**	
British Columbia Assessment Authority, office and clerical employees, province-wide, B.C.	590	2.5 *	3.0	36	2003/12/31
Government of British Columbia, scientific and other professionals, province-wide, B.C.	1,500	2.4 *	2.5	36	2004/03/31
Government of New Brunswick, general tradesmen, province-wide, N.B.	3,000	2.0	2.0	48	2003/12/15
Government of Nunavut, office and technicians employees, Iqaluit, Nunavut	1,300	3.0	3.5	36	2003/03/31
Société immobilière du Québec, office and clerical employees, Montréal, Que.	500	2.5	2.5	36	2002/12/31
Agreements with COLA (7 agreements)	**53,560**	**2.2 ***	**2.4**	**38.8**	
Agreements without COLA (28 agreements)	**52,180**	**3.0**	**2.9**	**29.6**	
All Agreements (35 agreements)	**105,740**	**2.6**	**2.8**	**33.3**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	98,190	B/CO	Mar.00/Jan.01
•Canada Customs and Revenue Agency	PSAC and PIPS	42,020	CO	(1st) / Oct. 00
•Canadian Food Inspection Agency	PIPS	1,130	CO	Sep.00
•Nova Scotia Assn. of Health Org. & Capital District Health Authority	nurses, N.S.G.E. U.	10,550	ARB	Oct. 00
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	ARB	Mar. 00
•Government of New Brunswick	CUPE	2,500	B	Mar. 01
•Quebec Construction	various	68,910	TENT	Apr. 01
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario Hospitals	nurses	40,000	B	Mar. 01
•Government of Saskatchewan	SGEU	9,500	TENT	Sept. 00
•TELUS	TWU	16,710	B	Dec. 00
•Health Employers Assn. of B.C.	B.C. Nurses' Union	26,000	MED	Mar. 01
•CN Rail	various unions	5,230	CO/TENT	Dec. 00
•VIA	various unions	2,530	PCB/TENT	Dec. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	CO	Aug. 00

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The Wage Settlements Bulletin and the Workplace Gazette report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or E-mail: *wid-imt@hrdc-drhc.gc.ca*

Distribution of Employees and Agreements by Level of Wage Adjustment and by Jurisdiction, for Small, Medium and Large Bargaining Units

Small bargaining units were introduced in the year 2000 in response to client consultations requesting such information and to reflect the distribution of smaller workplaces in the Canadian industrial composition. However, the small bargaining units represent a sample of bargaining units across Canada and by industrial sector while the large and medium bargaining units represent all bargaining units across Canada and by industrial sector.

From the 537 collective bargaining settlements tracked, 148 small bargaining units (between 100 and 499 employees) settled as compared to 277 medium bargaining units (500 to 1999 employees) and 112 large bargaining units with 2000 employees and over.

In the **Atlantic** provinces, the small bargaining units report nominal base-rate wage adjustment of 2.0 to 2.9 per cent for 56.3 per cent of employees and 55.2 per cent of agreements. The same adjustment rate applies to the medium bargaining units with 44.4 per cent of employees and 50.0 per cent of agreements. For the large bargaining units, the 1.0 to 1.9 per cent of wage increase band represents the majority of employees (54.6 per cent) and one third of the agreements (33.3 per cent). The same distribution of agreements (33.3 per cent) is observed in the 2.0 to 2.9 per cent and 3.0 to 3.9 per cent wage adjustment category, representing 16.4 and 29.0 per cent of employees respectively.

In the province of **Quebec**, a large majority of all bargaining units were concentrated in the 2.0 to 2.9 per cent wage adjustment rate. By size of bargaining units, this wage adjustment band covers 60.7 per cent of employees in the small bargaining units, 79.9 per cent in the medium, and 97.0 per cent in the large. By distribution of agreements, the 2.0 to 2.9 per cent wage adjustment band represents 61.1 per cent of small bargaining units, 79.7 per cent in the medium and 91.7 per cent in the large.

In the province of **Ontario**, all bargaining units had a higher frequency distribution of both employees and agreements in the 2.0 to 2.9 per cent wage adjustment category. In the small bargaining units, this represents 45.7 per cent of employees and 44.9 per cent of agreements as compared to the medium bargaining units with 37.6 per cent of employees and 37.6 percent of agreements. However, a relatively significant number of employees (30.8 per cent) from the small bargaining units represented by 28.5 per cent of agreements have received wage increases in the range of 3.0 to 3.9 per cent. In the large bargaining units, the majority of employees (58.2 per cent) and almost half of the agreements (48.5 per cent) were in the 2.0 to 2.9 per cent wage adjustment category.

In the **Prairie** provinces, the majority of both employees and agreements were found in the upper half of wage adjustment scale. In the small bargaining units, the 3.0 per cent and greater wage adjustment category represented 69.4 per cent of employees and two thirds of the agreements (66.6 per cent). In the medium bargaining units, 38.9 per cent of employees and 42.2 per cent of agreements received 2.0 to 2.9 per cent, while the large bargaining units reported 44.7 per cent of employees and 42.9 per cent of agreements in the 4 per cent and greater category. Moreover, medium and large bargaining units with respectively 97.8 and 100.0 per cent of employees and 98.6 and 100.0 per cent of agreements had received 2.0 per cent and greater wage adjustment rates.

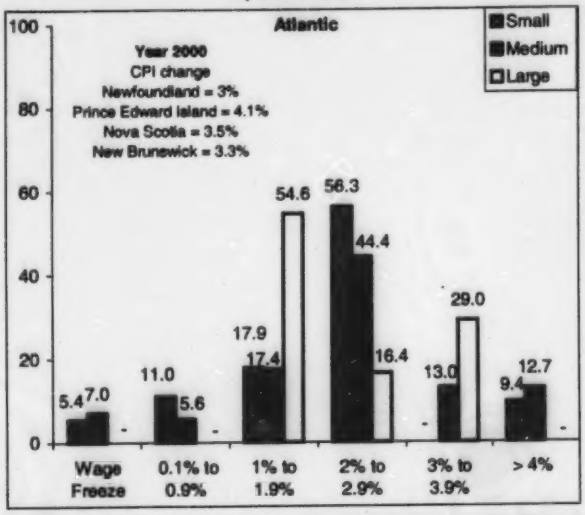
By contrast, in the province of **British Columbia**, the majority of employees and agreements were found in the lower half of the wage adjustment scale. In fact, the 2.0 to 2.9 per cent wage adjustment range was the ceiling for the small and large bargaining units. The small bargaining units report 54.2 and 38.1 per cent of employees in the 1.0 to 1.9 and 2.0 to 2.9 per cent wage adjustment category respectively with 45.5 per cent of agreements in both categories. The medium and large bargaining units, respectively with 46.7 and 62.7 per cent of employees and 45.8 and 55.6 per cent of agreements, had wage increases in the range of 2.0 to 2.9 per cent. However, the medium bargaining units had almost an equal number of employees (40.5 per cent) and agreements (41.7 per cent) in the 0.1 to 0.9 per cent wage adjustment category.

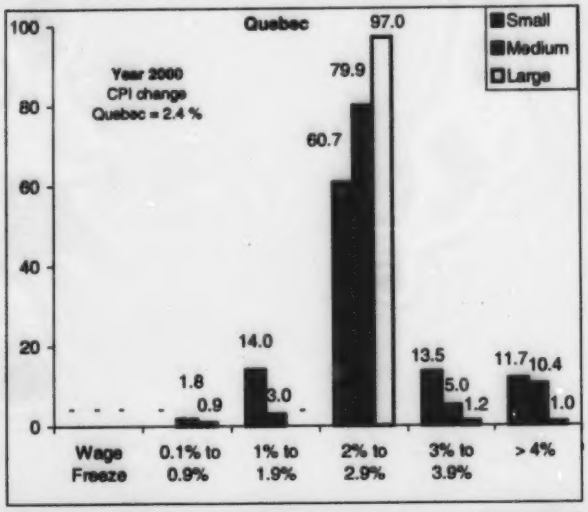
In the **Multiprovince** jurisdiction, the medium bargaining units received wage increases from 1.0 to 1.9 per cent with 58.8 per cent of employees and 50.0 per cent of agreements. In the large bargaining units, 100.0 per cent of both employees and agreements reported 2.0 to 2.9 per cent wage adjustments. There was no small bargaining unit in the multiprovince jurisdiction.

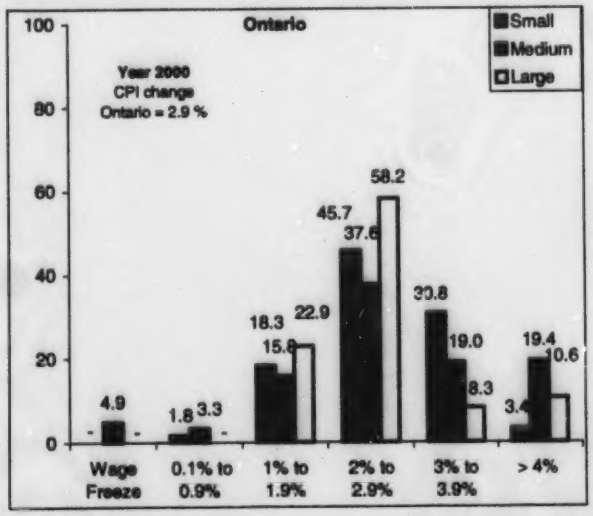
In the **Federal** jurisdiction, in the small bargaining units, 34.2 per cent of employees and 37.7 per cent agreements were in the wage adjustment category of 3.0 to 3.9 per cent. The medium and large size bargaining units had a large majority in the 2.0 to 2.9 per cent wage adjustments respectively with 71.4 and 95.0 per cent of employees and 70.0 and 86.7 per cent of agreements. There was no large bargaining unit reporting wage increases below 2.0 per cent

On a national basis, we find the 2.0 to 2.9 per cent wage adjustment category being the mode for all bargaining units regardless of size. In the case of small and medium bargaining units, almost half of the employees (49.7 and 47.3 per cent) and 48.4 and 48.5 per cent of agreements were observed in this category. Moreover, the large bargaining units had the largest proportion of both employees and agreements (67.6 and 62.5 per cent) respectively in the 2.0 to 2.9 per cent category. The annual CPI for the year 2000 was reported at 2.7 per cent.

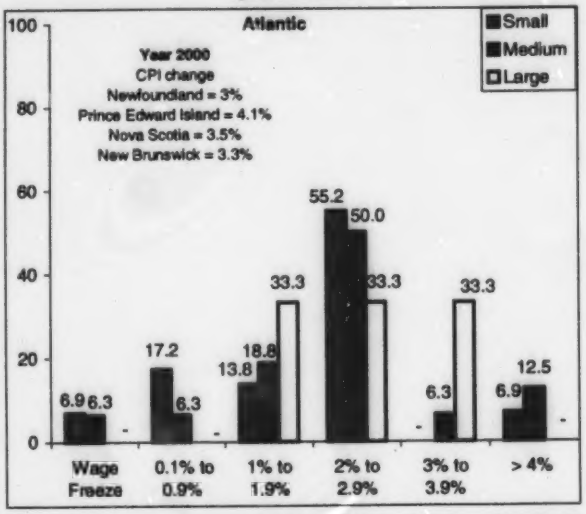
Percentage Distribution of Employees by Wage Adjustment, by Jurisdiction

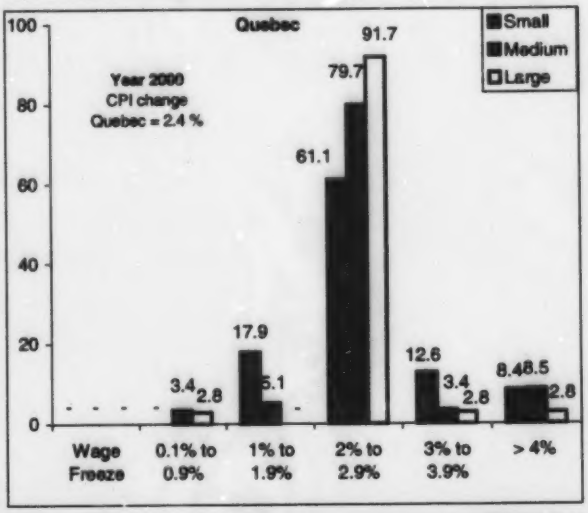


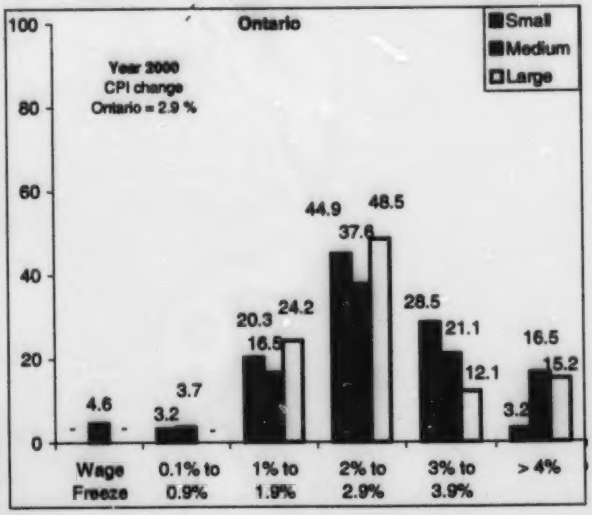




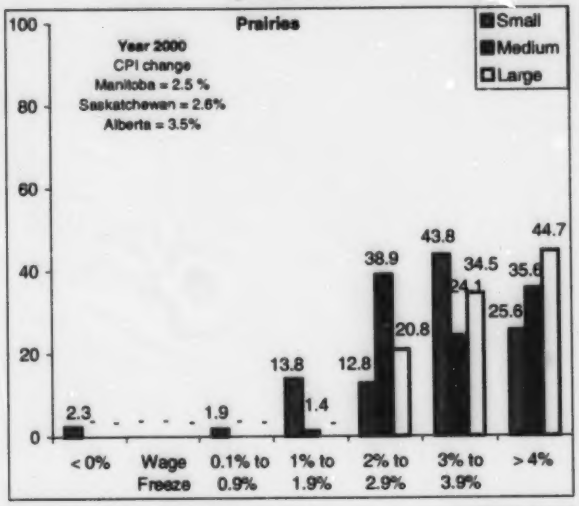
Percentage Distribution of Agreements by Wage Adjustment, by Jurisdiction

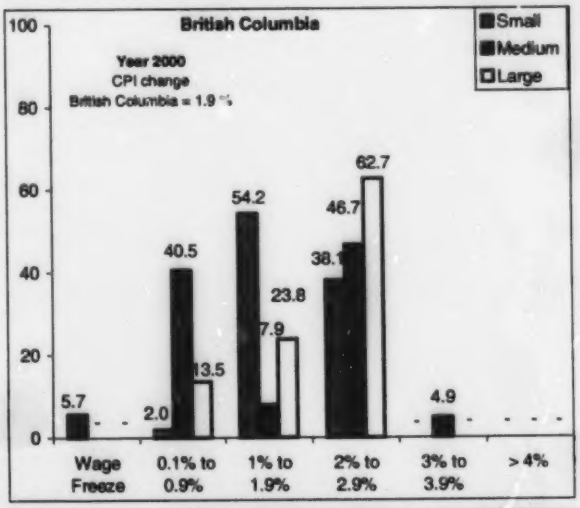


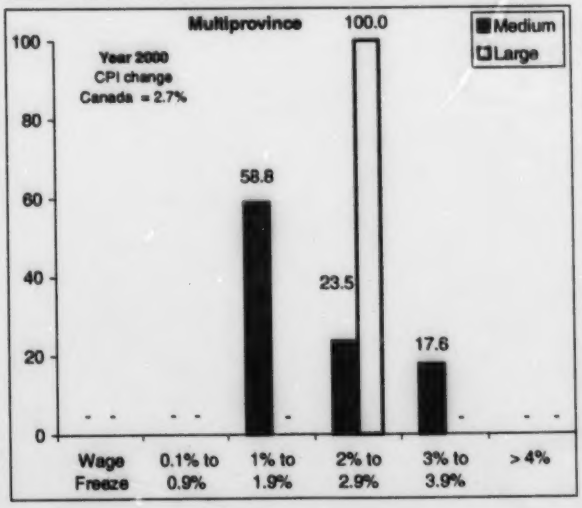




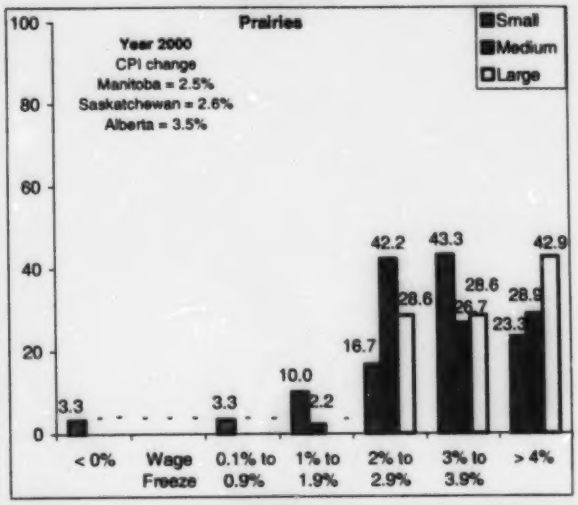
Wage Adjustment
Percentage Distribution of Employees by Wage Adjustment, by Jurisdiction

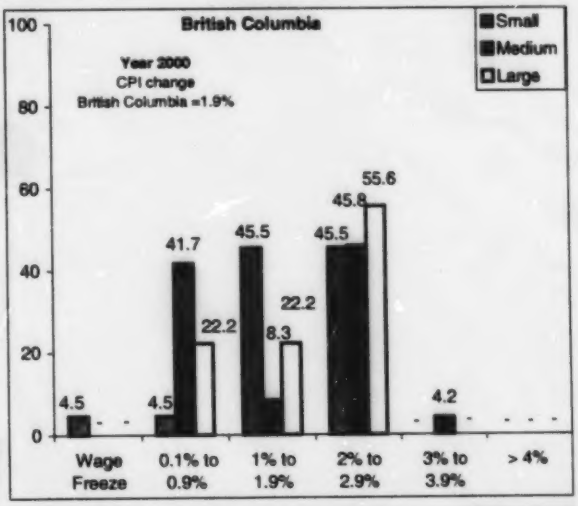


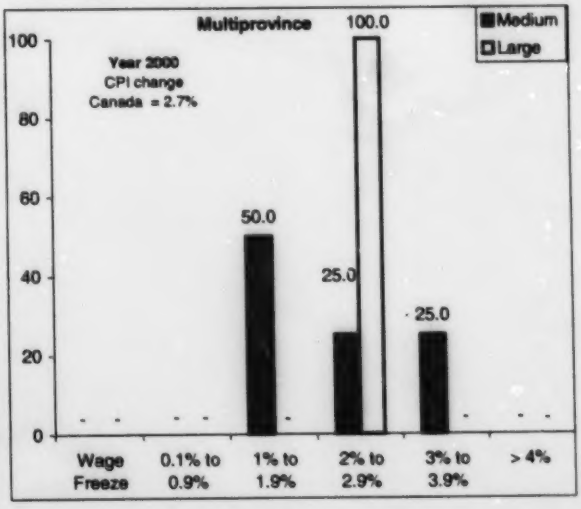




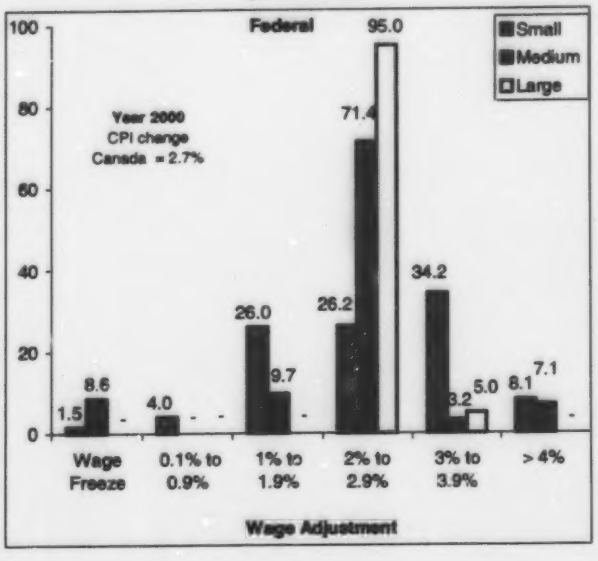
Wage Adjustment
Percentage Distribution of Agreements by Wage Adjustment, by Jurisdiction



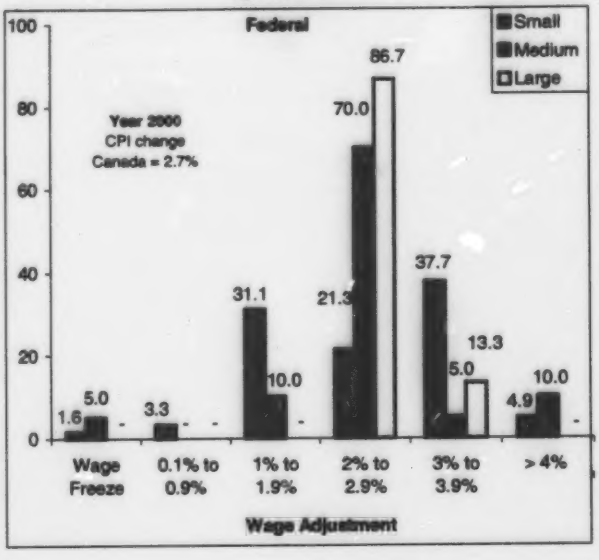




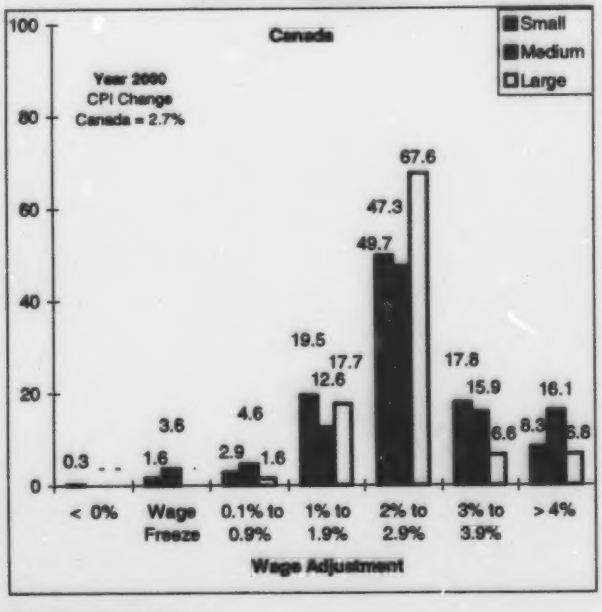
Wage Adjustment
Percentage Distribution of Employees by Wage Adjustment, by Jurisdiction



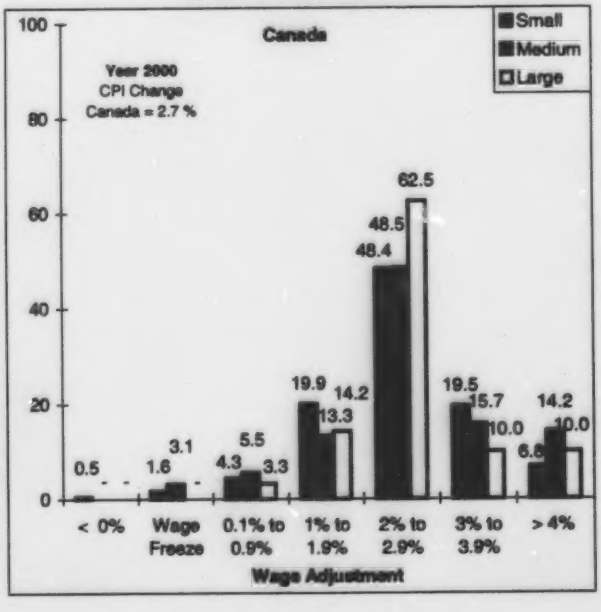
Wage Adjustment
Percentage Distribution of Agreements by Wage Adjustment, by Jurisdiction



Percentage Distribution of Employees by Wage Adjustment, by Size of Bargaining Unit



Percentage Distribution of Agreement by Wage Adjustment, by Size of Bargaining Unit



Explanatory Notes

Small Bargaining Units: for more Information on the sampling ratio for the small bargaining units only please refer to the article in the **Workplace Gazette**, By Jean-Charles Roy, "Moving from a census to a Sample Approach" Summer. Vol. 3, No.2, pp. 13-20.

Published by the Authority of the Minister of Labour, Government of Canada.
©Minister of Public Works and Government Services Canada 2001. All rights reserved. No part of this publication may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, mechanical, photocopying, recording or otherwise without prior written permission of the Minister of Labour.
ISSN 1186-6640 Catalogue No. L12-20-1E

NUMBER

NUMÉRO

micromedia
a division of IHS Canada

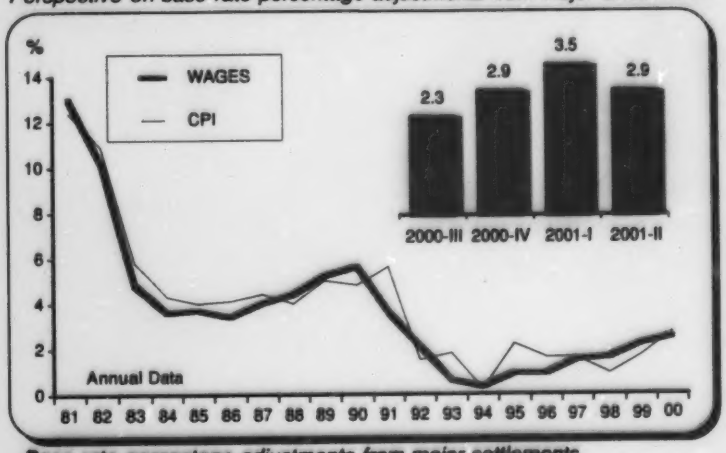
20 Victoria Street
Toronto, Ontario M5C 2N8
Tel.: (416) 362-5211
Toll Free: 1-800-387-2689
Fax: (416) 362-6161
Email: info@micromedia.on.ca

Human Resources Development Canada
Développement des ressources humaines Canada

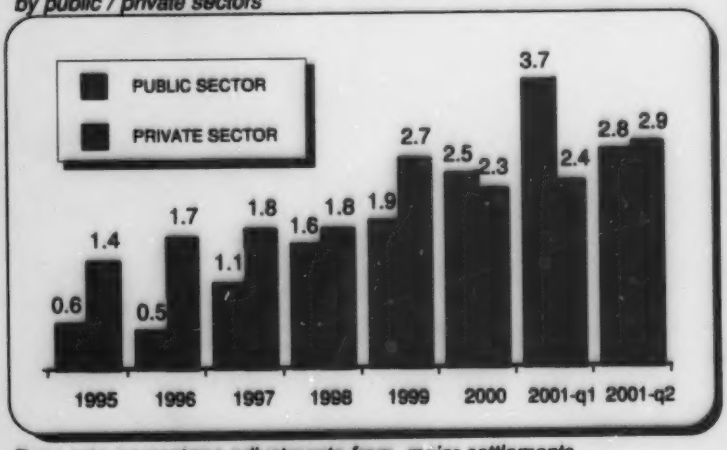
Workplace Information Directorate
1 800 567-6866
or (819) 997-3117

BULLETIN
August 2001
Volume 13, Issue 8

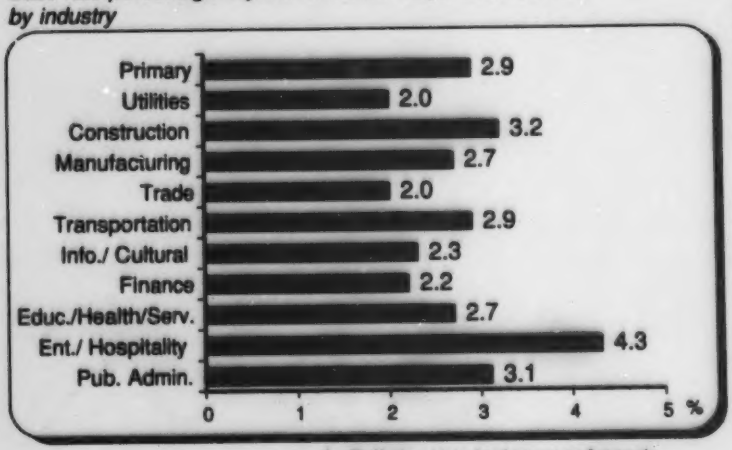
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by industry



Le Bulletin existe également en français.

Wage Data for Second Quarter 2001

Major collective bargaining settlements reached in the **second quarter of the year 2001** provided base-rate wage increases averaging **2.9 per cent** annually over the contract-term, down from the 3.5 per cent figure in the first quarter of 2001 but higher than the 2.5 per cent figure for the year 2000.

The results for the second quarter 2001 are based on a review of 136 settlements covering 278,660 employees. When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 1.9 per cent, a smaller gain than in their current settlements.

There has been a gradual rise in the size of overall wage adjustments since 1994. However second quarter wage gains (at 2.9 per cent) moderated somewhat from the 3.5 per cent increase in the previous quarter. This average wage adjustment for the second quarter of the year 2001 also remains below the most recent annual peak of 5.6 per cent in 1990.

There has been increased settlement activity in the construction sector. Second quarter settlements in this sector (26 agreements covering 51,870 employees) already exceeds the total for the year 2000 (8 agreements covering 9,380 employees). Construction wage increases averaged 3.2 per cent in the second quarter, compared to the 3.6 per cent average in the previous year.

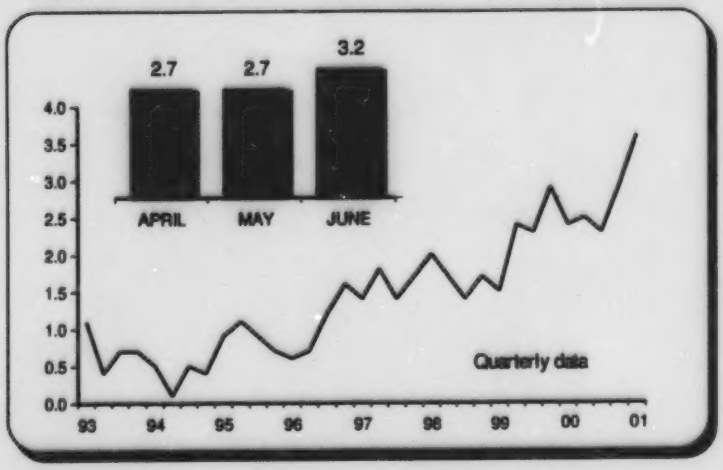
Wage adjustments for 191,600 employees in 78 second-quarter **public-sector** settlements averaged **2.8 per cent.** In the **private sector**, 58 settlements provided wage adjustments averaging **2.9 per cent** for 87,060 employees. Since 1993, average wage adjustments in the private sector had generally been above those in the public sector, although the gap had been narrowing since late 1997. Since May 2000, public sector increases had generally been higher than those in the private sector, but the gap has narrowed again in recent months.

Second-quarter 2001 wage increases by industry are shown in the adjoining chart.

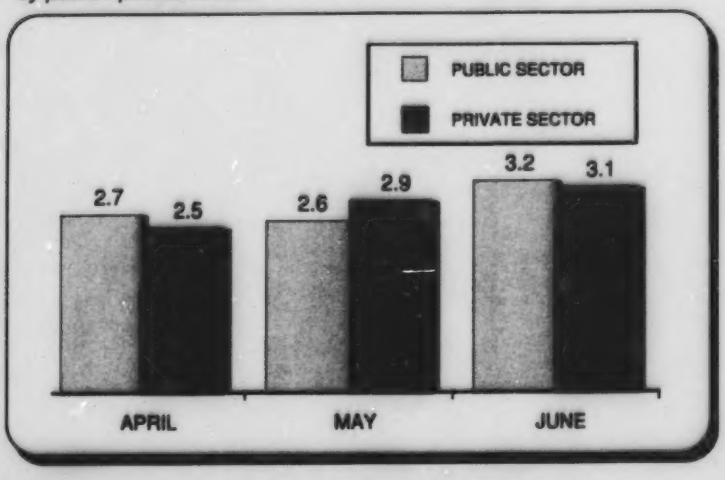
On a regional/jurisdictional basis, second quarter 2001 wage increases in descending order of magnitude were: the Prairie provinces, with wage adjustments averaging 3.9 per cent (Alberta at 4.5 per cent); the Atlantic provinces at 3.8 per cent (Nfld. at 5.0 per cent); Federal jurisdiction at 3.2 per cent; Ontario at 3.0 per cent; Multi-province at 2.7 per cent; Quebec at 2.4 per cent and British Columbia at 2.1 per cent .

Canada

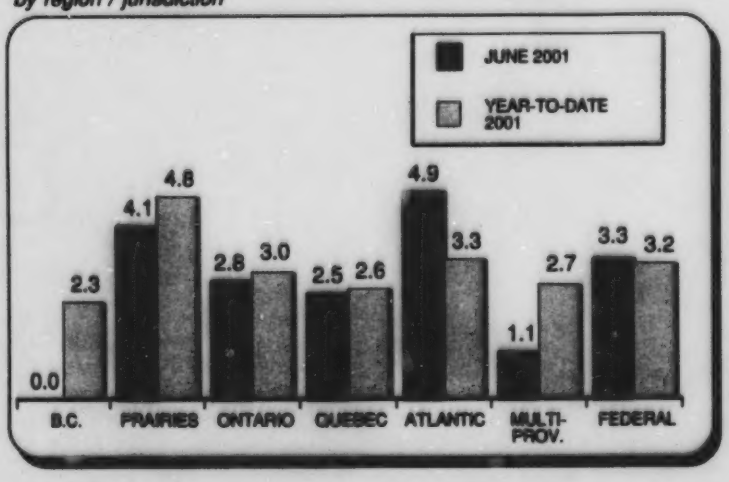
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Wage Data for June 2001

Base rate wage adjustments from major collective bargaining settlements reached in **June 2001** averaged **3.2 per cent** annually over the contract term, up from 2.7 per cent in May and from 2.5 per cent in the year 2000.

The results for June 2001 are based on a review of 61 settlements covering 106,030 employees. When the parties to these settlements had previously negotiated, the resulting wage adjustments averaged 2.4 per cent, compared to the 3.2 per cent in their current round of settlements.

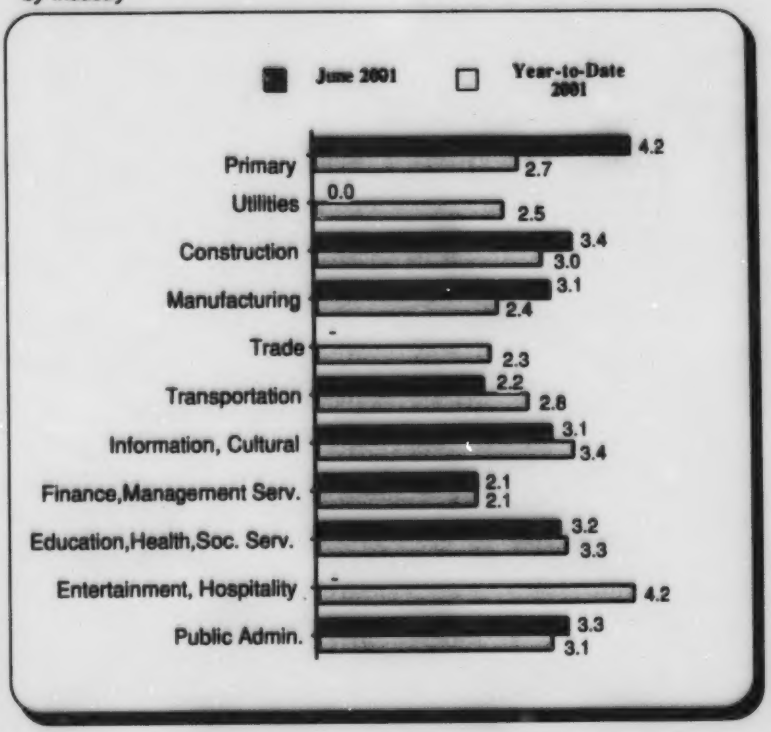
Wage adjustments in June settlements ranged from a wage freeze for 570 employees with the Pacific Blue Cross, B.C. Life and Casualty, to a high of 5.6 per cent for 4,500 carpenters with the Alberta Construction Labour Relations Association.

Wage gains in June were only fractionally higher in the **public sector** (3.2 per cent) than in the **private sector** (3.1 per cent). The public sector data cover 68,620 employees in 37 agreements. There were 24 private sector agreements, covering 37,410 employees. In the public sector, 6,770 hospital support employees settled with the Government of Newfoundland for wage gains averaging 5.0 per cent. The Government of Canada settled with 8,800 computer systems administrators for wage gains averaging 4.4 per cent, also with 7,200 economists and social science support staff at 2.9 per cent and with 3,500 employees at the Canada Food Inspection Agency for 2.6 per cent. In the private sector, there was the Alberta CLRA agreement with the carpenters at 5.6 per cent, and Ontario construction agreements with the labourers at 3.1 per cent, and with the iron workers at 2.6 per cent.

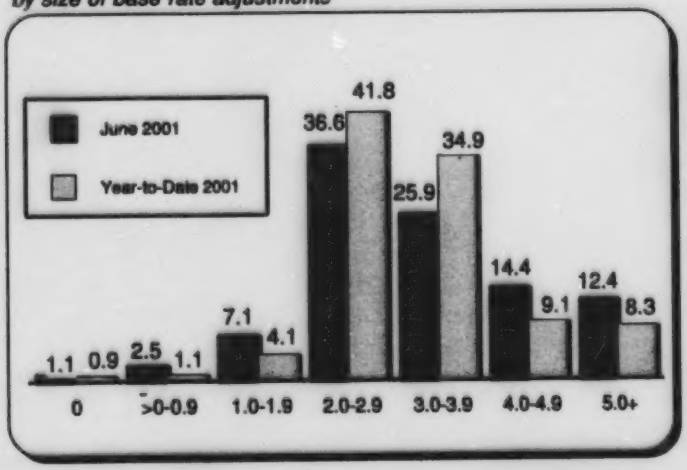
On a regional/jurisdictional basis, wage adjustments in June, in descending order of magnitude were: the Atlantic provinces at 4.9 per cent (due to the Nfld. Hospital contract at 5.0 per cent); the Prairie provinces at 4.1 per cent; the Federal jurisdiction at 3.3 per cent; Ontario at 2.8 per cent; Quebec at 2.5 per cent; a single multi-province agreement at 1.1 per cent and a single agreement in B.C. with a wage freeze (Pacific Blue Cross).

On an industry basis, the largest increase was in the **primary** sector as a single agreement provided 1,400 employees with a wage adjustment averaging **4.2 per cent**. The largest concentration of employees was in **education, health and social services**; 27 agreements provided 43,030 employees (40.6% of all employees covered) with wage gains averaging **3.2 per cent**. In the **construction** sector, 10 agreements provided 21,880 workers with wage gains averaging **3.4 per cent**. In **public administration**, 8 agreements provided 24,190 employees with wage increases averaging **3.3 per cent**. In the **manufacturing sector**, 7 agreements provided 5,950 employees with wage increases averaging **3.1 per cent**. In the **information and cultural industries**, 500 employees in a single agreement received a wage gain of **3.1 per cent**. In **transportation**, 2 agreements provided 1,450 employees with increases averaging **2.2 per cent**. In the **finance & management services sector**, wage increases averaged **2.1 per cent** for 7,070 employees in 4 settlements. There were no major settlements in **trade** or **entertainment and hospitality industries.**

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic provinces	2	7,570
Quebec	7	9,830
Ontario	34	53,980
Prairie provinces	9	10,700
B.C.	1	570
Multi-province	1	600
Federal	7	22,780

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1998	1999	2000	2000			2001		2001			Year to
				2	3	4	1	2	Apr	May	June	Date
All Industries/Jurisdictions												
Average Annual Adjustments	1.7	2.2	2.5	2.5	2.3	2.9	3.5	2.9	2.7	2.7	3.2	3.1
Non-COLA	1.6	2.0	2.5	2.5	2.4	2.9	3.7	3.1	3.0	3.1	3.2	3.3
COLA	2.8	3.5	2.2	2.6	1.8	2.1	2.8	2.2	2.1	2.2	3.0	2.4
First Year Adjustment	1.4	1.9	2.3	2.6	2.4	3.1	4.2	2.9	3.0	2.7	3.1	3.4
Non-COLA	1.4	1.7	2.3	2.6	2.6	3.1	4.3	3.1	3.5	3.0	3.1	3.6
COLA	2.5	3.4	2.3	3.1	1.2	1.7	3.9	2.3	2.0	2.4	2.8	2.9
Industries												
Primary	1.1	2.2	1.6	1.5	-	2.3	2.1	2.9	1.8	-	4.2	2.7
Utilities	2.4	1.8	3.2	2.8	2.5	2.7	2.8	2.0	2.2	3.0	0.0	2.5
Construction	2.4	2.0	3.6	2.4	2.7	-	2.5	3.2	2.8	3.0	3.4	3.0
Manufacturing	1.5	3.5	2.4	2.9	2.2	1.5	1.8	2.7	2.5	2.3	3.1	2.4
Wholesale and Retail Trade	1.8	1.3	1.7	2.2	1.5	1.7	2.9	2.0	-	2.0	-	2.3
Transportation	2.1	2.8	2.4	2.2	2.8	2.4	2.7	2.9	3.1	2.9	2.2	2.8
Information and Cultural Industries	1.1	2.5	2.9	-	2.0	3.7	3.7	2.3	1.7	-	3.1	3.4
Finance, Management Services	0.8	2.8	1.8	1.9	1.6	-	2.0	2.2	-	3.1	2.1	2.1
Education, Health, Social Services	1.4	1.8	2.6	3.7	2.8	3.3	4.2	2.7	2.4	2.6	3.2	3.3
Entertainment,Hospitality Industry	3.4	2.6	3.1	-	2.4	4.1	3.0	4.3	4.3	-	-	4.2
Public Administration	1.8	2.2	2.3	2.1	2.6	2.4	3.1	3.1	3.2	2.3	3.3	3.1
Jurisdictions												
Newfoundland	1.3	1.6	3.6	2.3	-	6.3	-	5.0	-	5.0	5.0	5.0
Prince Edward Island	2.1	2.7	2.2	2.2	-	-	2.5	-	-	-	-	2.5
Nova Scotia	2.9	2.1	2.2	-	-	-	2.0	2.6	2.2	2.5	3.3	2.5
New Brunswick	1.5	2.4	2.8	2.5	2.7	3.3	2.0	2.0	-	2.0	-	2.0
Quebec	1.1	1.6	2.3	2.7	2.8	2.6	3.9	2.4	2.1	2.6	2.5	2.6
Ontario	1.6	2.2	2.5	2.3	2.2	2.9	2.9	3.0	3.3	3.1	2.8	3.0
Manitoba	1.4	2.5	2.6	2.5	2.4	3.5	1.8	2.4	3.0	-	2.0	2.1
Saskatchewan	1.8	2.0	3.5	-	-	3.6	3.0	3.0	-	3.0	-	3.0
Alberta	3.0	4.0	4.4	5.9	3.0	3.4	5.8	4.5	3.4	5.0	4.8	5.4
British Columbia	0.8	0.8	1.7	0.7	1.9	2.2	2.9	2.1	2.0	2.1	0.0	2.3
Multi-Province	1.5	2.2	2.4	1.8	2.7	2.3	3.2	2.7	2.8	3.0	1.1	2.7
Federal Jurisdiction	2.1	2.8	2.2	2.0	3.0	2.4	3.3	3.2	1.7	2.9	3.3	3.2
Public Sector	1.6	1.9	2.5	2.5	2.6	3.1	3.7	2.8	2.7	2.6	3.2	3.2
Private Sector	1.8	2.7	2.3	2.4	1.9	2.2	2.4	2.9	2.5	2.9	3.1	2.8
Consumer Price Index	0.9	1.7	2.7	2.4	2.7	3.1	3.0	3.6	3.6	3.9	3.3	3.2

*January to June data

Data for the current month are preliminary.

MAJOR SETTLEMENTS REACHED IN JUNE

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Primary Industries(1 agreement)	**1,400**	**4.2**	**4.5**	**36**	
Suncor Energy Inc., Oil Sands, mine employees, Fort McMurray, Alta.	1,400	4.2	4.5	36	2004/04/30
Utilities(1 agreement)	**560**	**0.0**	**0.0**	**24**	
Enbridge Inc., office and technical employees, province-wide, Ont.	560	0.0	0.0	24	2003/03/31
Construction (10 agreements)	**21,880**	**3.4**	**3.6**	**34.1**	
Alberta Construction Labour Relations Association, carpenters, province-wide, Alta.	4,500	5.6	6.3	24	2003/04/30
Construction Labour Relations Association of Manitoba, carpenters, province-wide, Man.	850	1.9	2.3	36	2004/04/30
Construction Labour Relations Association of Manitoba, labourers, province-wide, Man.	500	2.1	2.2	36	2004/04/30
Construction Labour Relations Association of Manitoba, plumbers and pipefitters, province-wide, Man.	1,000	2.1	1.7	36	2004/04/30
Construction Management Bureau Limited, labourers, Mainland, N.S.	800	3.3	4.4	60	2006/04/30
Labourers Employer Bargaining Agency, labourers, province-wide, Ont.	8,000	3.1	3.0	36	2004/04/30
Ontario Concrete & Drain Contractors' Association, labourers, Toronto, Ont.	670	4.0	4.8	36	2004/04/30
Ontario Erectors Association, Incorporated, iron workers, province-wide, Ont.	4,000	2.6	2.7	36	2004/04/30
Pipe Line Contractors Association of Canada, truck drivers, Canada-Wide	600	1.1	0.6	24	2003/04/30
Residential Low Rise Forming Contractors' Assn. of Metro. Toronto, labourers, Toronto, Ont.	960	3.7	3.8	36	2004/04/30
Manufacturing (7 agreements)	**5,950**	**3.1**	**2.7**	**36**	
A.G. Simpson Co. Limited, plant and maintenance employees, Cambridge, Ont.	1,200	2.5 *	1.7	36	2004/07/28
AMF Industries inc., (Division of GEC Alsthom), general tradesmen, Montréal, Que.	640	3.0	3.0	36	2003/11/17
Camco inc., production, Montréal, Que.	830	3.0 *	2.9	36	2004/03/04
GDX Automotive, Division of GenCorp Canada Inc., plant and maintenance employees, Welland, Ont.	1,100	3.6 *	3.1	36	2004/05/31
H.J. Heinz Co. of Canada Ltd., plant and maintenance employees, Learnington, Ont.	630	3.3 *	3.5	36	2004/04/30
Noranda inc. - Affinerie CCR, production, Montréal-Est, Que.	600	4.0 *	4.1	36	2004/05/30
Uniroyal Goodrich Tire Manufacturing, production, Kitchener, Ont.	950	2.7 *	2.0	36	2004/05/31
Transportation (2 agreements)	**1,450**	**2.2**	**2.6**	**46.9**	
Canadian Lake Carriers Association, unlicensed personnel, Great Lakes Region	660	2.0 *	3.0	60	2006/05/31
Loomis Courier Service, division of Mayne Nickless Transport Inc., truck drivers, province-wide, B.C.	790	2.3	2.2	36	2003/12/31
Information and Culture (1 agreement)	**500**	**3.1**	**3.4**	**27**	
Calgary Public Library Board, librarians, Calgary, Alta.	500	3.1	3.4	27	2003/03/31
Finance, Real Estate, Management Services (4 agreements)	**7,070**	**2.1**	**2.6**	**46.4**	
Association des entrepreneurs de services d'édifices Québec inc., service and maintenance employees, Montréal, Que.	4,500	2.4	3.4	57	2005/05/31
Burns International Security Services Limited, security guards, province-wide, Ont.	1,100	2.0	1.4	36	2004/05/31
National Research Council of Canada, technical employees, Canada-Wide	900	2.3	2.0	24	2002/02/13
Pacific Blue Cross, B.C. Life & Casualty Company, office and clerical employees, Vancouver, B.C.	570	0.0	0.0	18	2002/07/31
Education, Health and Social Services (27agreements)	**43,030**	**3.2**	**3.1**	**22.8**	
District School Board of Niagara, office and clerical employees, St. Catharines, Ont.	700	3.1	3.1	24	2003/12/31

MAJOR SETTLEMENTS REACHED IN JUNE

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
District School Board of Niagara, service and maintenance employees, St. Catharines, Ont.	730	3.0	3.0	24	2003/12/31
Dufferin-Peel Catholic District School Board, elementary teachers, Mississauga, Ont.	2,950	3.0	3.0	24	2003/08/31
Dufferin-Peel Catholic District School Board, secondary teachers, Mississauga, Ont.	1,600	3.0	3.0	24	2003/08/31
Durham District School Board, elementary teachers, Whitby, Ont.	1,850	5.0	5.0	12	2002/08/31
Durham District School Board, occasional teachers, Whitby, Ont.	530	3.5	2.0	24	2002/12/31
Durham District School Board, secondary teachers, Whitby, Ont.	1,410	3.5	2.0	24	2002/08/31
Fort Garry School Division No. 5, teachers, Fort Garry, Man.	520	1.7	1.5	42	2000/06/30
Government of Newfoundland and Labrador (Hospital Support), support employees, province-wide, Nfld.	6,770	5.0	5.0	36	2004/03/31
Government of Quebec, post-secondary, non university teachers, province-wide, Que.	830	2.4	1.6	48	2002/06/30
Hamilton-Wentworth District School Board, custodial, Hamilton, Ont.	500	1.3	1.3	24	2003/08/31
Lambton Kent District School Board, secondary teachers, Sarnia, Ont.	660	2.4	2.4	12	2002/08/31
Limestone District School Board, elem. teachers, Kingston, Ont.	760	2.5	2.5	12	2002/08/31
Northern Alberta Institute of Technology, Instructors/Tutors/Lecturers, Edmonton, Alta.	820	4.7	5.0	36	2004/07/03
Peterborough Victoria Northumberland & Clarington CDSB, support employees, Peterborough, Ont.	520	2.0	2.0	12	2002/08/31
Simcoe County District School Board, elementary teachers, Midhurst, Ont.	1,850	2.5	2.5	12	2002/08/31
Simcoe County District School Board, occasional teachers, Midhurst, Ont.	720	3.7	3.6	24	2003/08/31
Thames Valley District School Board, elementary teachers, London, Ont.	2,950	4.0	4.0	12	2002/08/31
Thames Valley District School Board, secondary teachers, London, Ont.	1,750	3.7	3.7	12	2002/08/31
Toronto Catholic District School Board, elementary teachers, Toronto, Ont.	3,600	3.0	3.0	12	2002/08/31
Toronto Catholic District School Board, occasional teachers, Toronto, Ont.	800	2.0	1.5	24	2002/08/31
Toronto Catholic District School Board, secondary teachers, Toronto, Ont.	2,000	2.5	3.0	24	2003/08/31
Toronto District School Board, occasional teachers, Ont. (2 agts)	3,350	1.8	1.9	24	2002/08/31
Toronto District School Board, tradesmen, Toronto, Ont.	860	2.3	2.5	36	2003/08/31
Upper Canada District School Board #26, elementary teachers, Brockville, Ont.	1,300	2.5	2.5	12	2002/08/31
York Catholic District School Board, elementary and secondary teachers, Aurora, Ont.	2,700	0.9	1.2	24	2003/08/31
Public Administration (8 agreements)	**24,190**	**3.3**	**2.6**	**32**	
Canadian Food Inspection Agency, administrative and support employees, Canada-Wide	3,500	2.6	3.8	36	2002/12/31
City of Laval, inside employees, Laval, Que.	670	2.3	2.0	36	2002/12/31
City of Lethbridge, inside and outside employees, Lethbridge, Alta.	610	2.2	3.0	32	2002/12/31
City of Thunder Bay, inside and outside employees, Thunder Bay, Ont.	720	2.5	2.5	24	2002/12/31
Government of Canada, computer operators, Canada-Wide	8,800	4.4	2.5	24	2002/04/30
Government of Canada, social science employees, Canada-Wide	7,200	2.9	2.5	36	2003/06/21
Government of Canada, translators, Canada-Wide	930	2.5	2.5	36	2003/04/18
Government of Quebec, correctional officers, province-wide, Que.	1,760	1.8	1.5	48	2002/12/31
Agreements with COLA (7 agreements)	**5,970**	**3.0 ***	**2.8**	**38.7**	
Agreements without COLA (54 agreements)	**100,060**	**3.2**	**3.1**	**29.6**	
All Agreements (61 agreements)	**106,030**	**3.2**	**3.1**	**30.1**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	98,190	B/CO	Mar.00/Jan.01
•Canada Customs and Revenue Agency	PSAC and PIPS	42,020	MED/TENT	(1st) / Oct. 00
•Canadian Food Inspection Agency	PIPS	1,130	CO	Sep.00
•Nova Scotia Assn. of Health Org. & Capital District Health Authority	Nurses, N.S.G.E. U.	10,550	ARB	Oct. 00
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	ARB	Mar. 00
•Government of New Brunswick	CUPE	2,500	B	Mar. 01
•Quebec Construction	various	68,910	TENT	Apr. 01
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario Hospitals	Nurses	40,000	B	Mar. 01
•Government of Alberta	AUPE	17,540	B	Aug. 01
•TELUS	TWU	16,710	B	Dec. 00
•B.C. Public School Employees Assn.	B.C. Teachers' Federation	41,000	B	Mar. 01
•CN Rail	various unions	5,230	CO/TENT	June 01
•VIA	various unions	1,100	PCB	Dec. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	CO	Aug. 00

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The Wage Settlements Bulletin and the Workplace Gazette report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or E-mail: *wid-imt@hrdc-drhc.gc.ca*

Wage Adjustments for Small, Medium and Large Bargaining Units

Small bargaining units were introduced in the year 2000 in response to client consultations requesting such information and to reflect the distribution of smaller workplaces in the Canadian industrial composition. However, the small bargaining units represent a sample of bargaining units across Canada and by industrial sector while the large and medium bargaining units represent all bargaining units across Canada and by industrial sector.

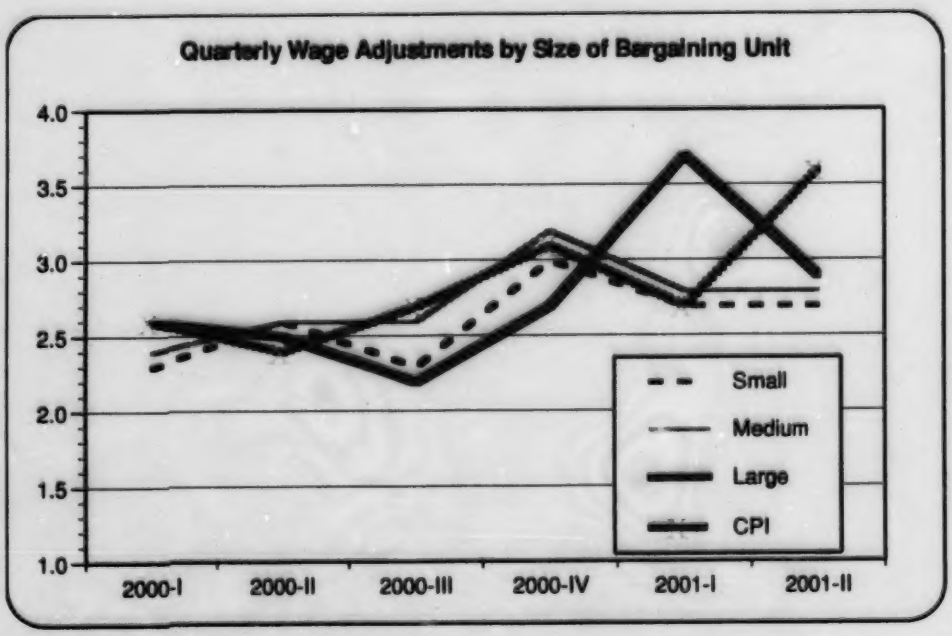
During the last four quarters (July 2000 to June 2001), there were 506 collective bargaining settlements reached. Of these, 137 settlements were in small bargaining units (between 100 and 499 employees), 277 were in medium bargaining units (500 to 1999 employees) and 92 were in large bargaining units (2000 employees and over).

These collective bargaining settlements provided an average annual base-rate wage increase ranging between 2.2 and 3.2 per cent. This result is broken down into small, medium and large size bargaining units.

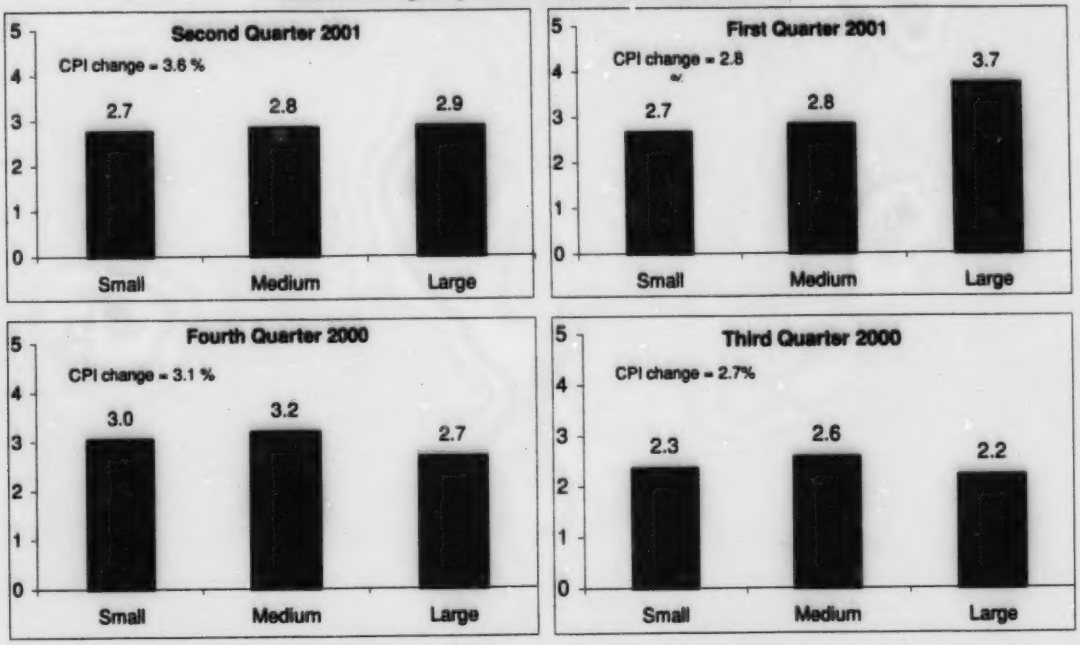
In the **small** bargaining units, 137 settlements recorded an average annual wage increase of 2.8 per cent during the four quarters. In the second quarter of the year 2001, 39 settlements averaged an annual increase of 2.7 per cent compared to a 2.6 per cent for the same quarter in the year 2000.

In the **medium** bargaining units, 258,640 employees covered by 277 settlements received an average annual wage increase of 2.9 per cent, slightly higher than the settlements of small bargaining units. In the second quarter of the year 2001, 95,960 employees covered by 104 settlements averaged an annual increase of 2.8 per cent compared to 2.6 per cent for the same quarter in the year 2000.

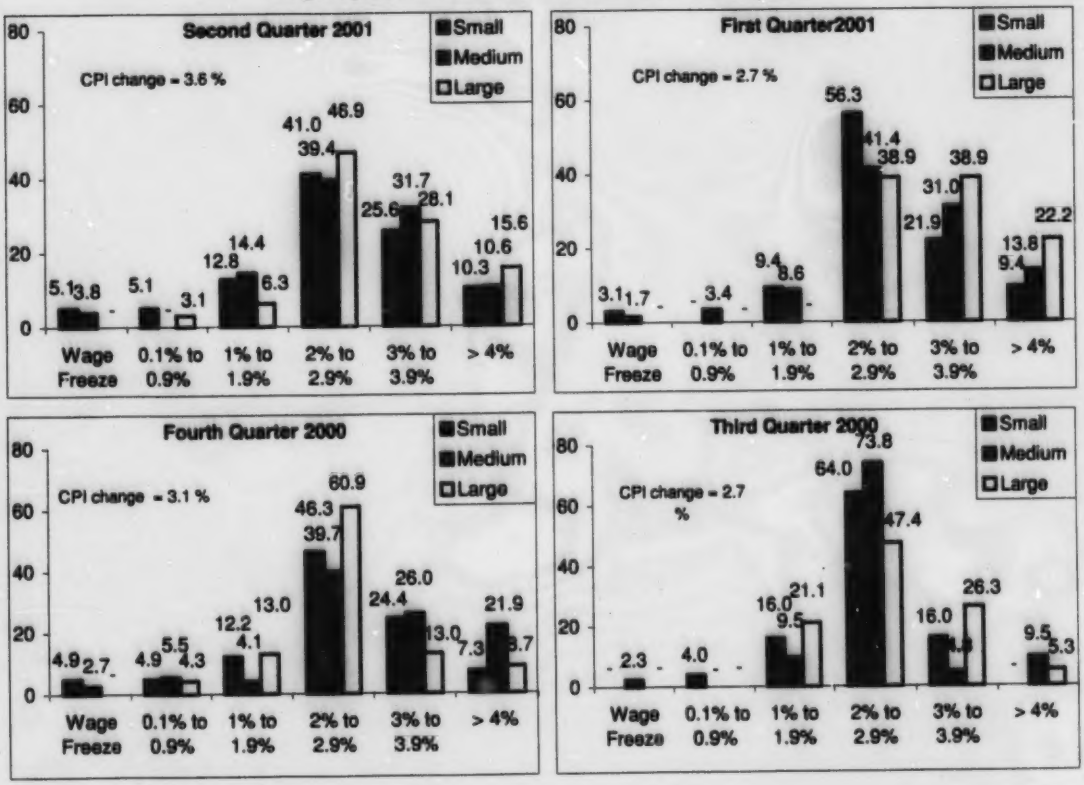
In the **large** bargaining units, 492,090 employees in 92 agreements received an average annual wage increase of 2.9 per cent, comparable to the settlements for medium size bargaining units. In the second quarter of the year 2001, 182,700 employees covered by 32 settlements averaged an annual increase of 2.9 per cent compared to a 2.5 per cent for the same quarter in the year 2000.



Base Rate Wage Adjustments by Size of Bargaining Units



Wage Adjustment Distribution by Percentage of Employees



SETTLEMENTS FROM SMALL BARGAINING UNITS, REACHED IN JUNE

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Construction					
Alberta Construction Labour Relations Association, masonry workers, province-wide, Alta.	200	3.7	6.3	36	2004/04/30
Construction Labour Relations Association of Manitoba, iron workers, province-wide, Man.	260	2.2	2.1	36	2004/04/30
Construction Labour Relations Association of Manitoba, roofers, province-wide, Man.	200	2.2	2.3	36	2004/04/30
Construction Labour Relations Association of Manitoba, sheet metal workers, province-wide Man.	100	1.9	1.9	36	2004/04/30
Construction Labour Relations Association of Manitoba, sheet metal workers, province-wide,Man.	100	1.8	1.8	36	2004/04/30
Pipe Line Contractors Association of Canada, plumbers and pipefitters, Canada-Wide, Multi#	150	2.3	2.1	36	2004/04/30
Manufacturing					
AT Plastics Inc., plant and maintenance employees, Edmonton, Alta.	230	3.2	3.5	36	2004/02/02
Beachvilime Limited, heavy equipment operators, Ingersoll, Ont.	140	4.7 *	4.7	12	2002/03/31
Dairyworld Foods, plant and maintenance employees, Calgary, Alta.	280	2.0	2.0	36	2004/04/30
Emco Limitée, plant and maintenance employees, Pont-Rouge, Que.	160	2.7 *	3.0	60	2005/12/31
Lilydale Co-operative Limited, plant and maintenance employees, Wynyard, Sask.	430	2.7	3.1	36	2004/01/31
Parmalat Dairy and Bakery Inc., production, Brampton, Ont.	180	0.6	1.8	36	2004/04/05
Transportation					
Marine Atlantic Inc., longshoremen, Atlantic Coast, Multi#	420	2.8 *	4.0	60	2005/12/31
Information and Culture (1 agreements)	450	3.5	4.0	24	
Edmonton Public Library, librarians, Edmonton, Alta.	450	3.5	4.0	24	2002/12/31
Education, Health and Social Services					
Brant Haldimand-Norfolk Catholic District School Board, elementary teachers, Brantford, Ont.	460	2.6	3.3	24	2003/08/31
Peace Wapiti Regional Division No. 33, elementary and secondary teachers, Grande Prairie,Alta.	360	3.5	3.5	12	2001/08/31
Entertainment and Hospitality					
Movenpick Restaurants of Switzerland, hotel or restaurant employees, Toronto, Ont.	100	0.0	0.0	24	2002/07/21

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Explanatory Notes

Small Bargaining Units: for more Information on the sampling ratio for the small bargaining units only please refer to the article in the **Workplace Gazette**, By Jean-Charles Roy, "Moving from a census to a Sample Approach" Summer. Vol. 3, No.2, pp. 13-20.

Published by the Authority of the Minister of Labour, Government of Canada.
©Minister of Public Works and Government Services Canada 2001. All rights reserved. No part of this publication may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, mechanical, photocopying, recording or otherwise without prior written permission of the Minister of Labour.
ISSN 1186-6640 Catalogue No. L12-20-1E

M57

NUMBER

NUMÉRO

9

micromedia
a division of IHS Canada

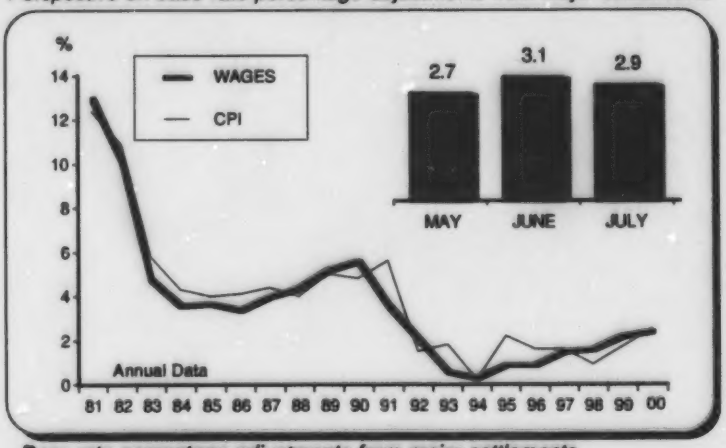
20 Victoria Street
Toronto, Ontario M5C 2N8
Tel.. (416) 362-5211
Toll Free: 1-800-387-2689
Fax: (416) 362-6161
Email: info@micromedia.on.ca

Human Resources Development Canada
Développement des ressources humaines Canada

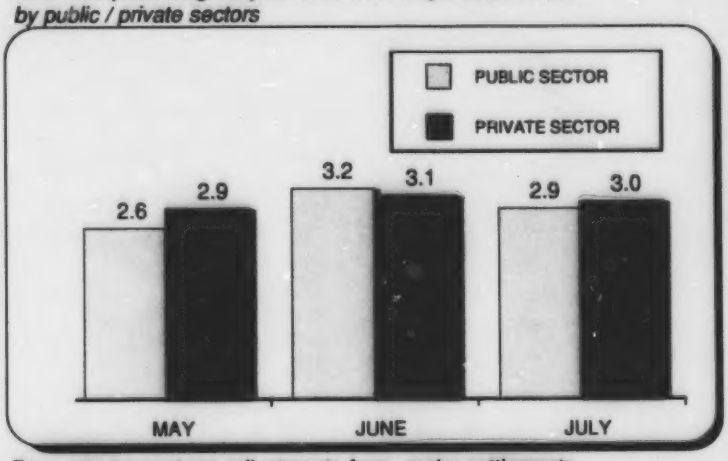
Workplace Information Directorate
1-800-567-6866
or (819) 997-3113

BULLETIN
December 2001
Volume 12, Issue 9

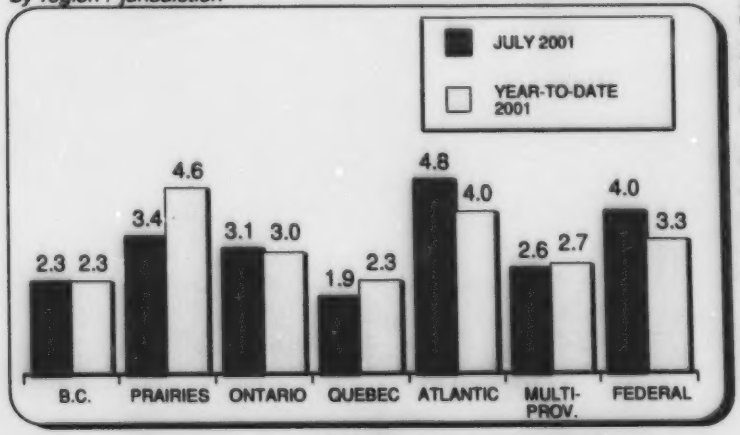
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Wage Data for July 2001

Major collective bargaining settlements reached in **July 2001** provided base-rate wage increases averaging **2.9 per cent** annually over the contract-term. This figure was slightly lower than the 3.1 per cent average for June, but higher than the 2.5 per cent average for the year 2000.

The July 2001 results are based on a review of 29 settlements reached in the period, with a coverage of 39,600 employees. When the parties to the July 2001 settlements previously negotiated (with contract durations averaging 41 months), the resulting wage adjustments averaged 1.6 per cent, compared to the 2.9 per cent in their current round of settlements and current contract durations averaging 30 months.

Wage adjustments in base rates for the year-to-date (January to July 2001) averaged 3.1 per cent.

Wage adjustments in major settlements ranged from a wage freeze for 1,570 firefighters with the City of Montreal, to a 5.6 per cent increase between 600 tradesmen and the Alberta Construction Labour Relations Association. Two agreements between the Government of Newfoundland and 4,940 public service employees averaged an increase of 5.0 per cent

Wage increases were only fractionally lower in the public sector than in the private sector in July. **Public-sector** wage adjustments for 29,820 employees in 21 settlements averaged **2.9 per cent**, down slightly from the 3.2 per cent figure reached in the previous month, but up from the average of 2.5 per cent for the year 2000. In the **private sector**, wage increases for 9,780 employees in only 8 agreements averaged **3.0 per cent**, fractionally below the previous month's figure of 3.1 per cent, but still above last year's average of 2.3 per cent.

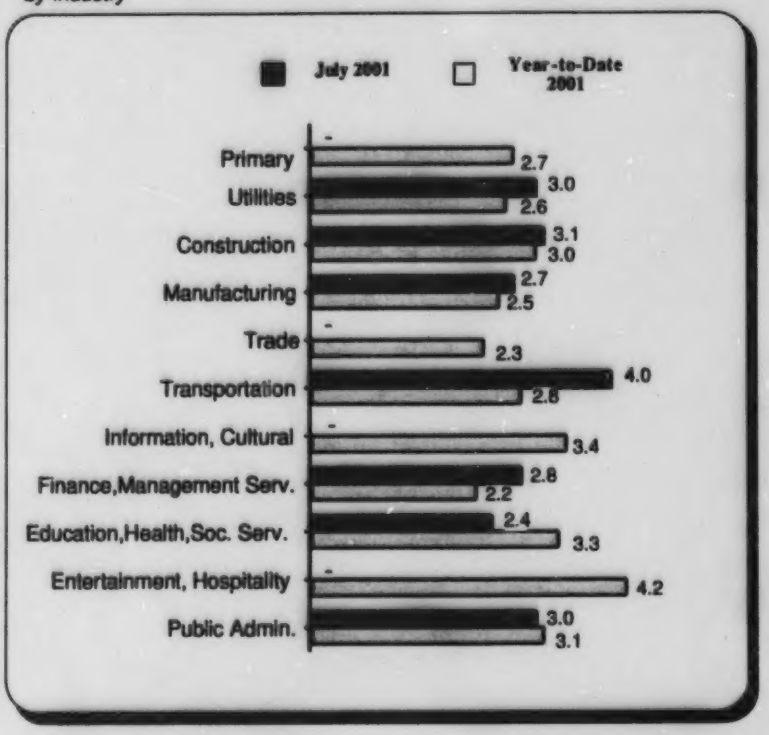
On a regional/jurisdictional basis, wage increases in descending order of magnitude were: the Atlantic provinces at 4.8 per cent (3 agreements); the Federal jurisdiction at 4.0 per cent; (2 agreements); Prairie provinces at 3.4 per cent (6 agreements); Ontario at 3.1 per cent (8 agreements); 1 multi-province agreement at 2.6 per cent; British Columbia at 2.3 per cent (2 agreements); Quebec at 1.9 per cent (7 agreements).

Le Bulletin existe également en français.

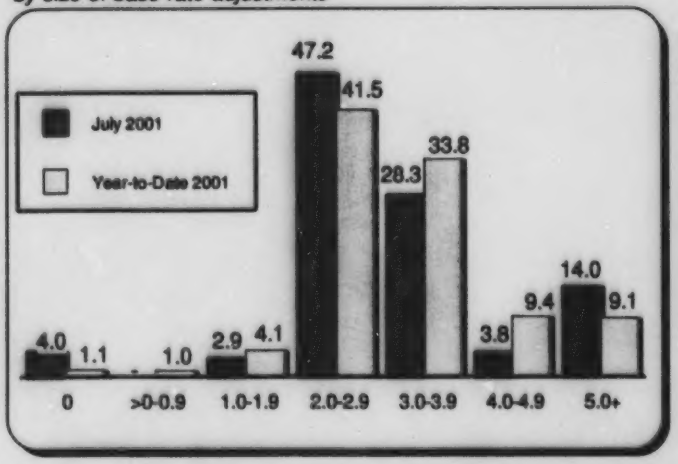
Canada

On an industry basis, the largest increase was in the **transportation** sector as 2 agreements provided 1,430 employees with wage increases averaging **4.0 per cent.** The largest concentration of employees was in **public administration**; 12 agreements provided 22,030 employees (56% of all employees covered) with wage adjustments averaging **3.0 per cent.** In the **construction** sector, 4 agreements provided 6,850 workers with wage gains averaging **3.1 per cent.** In **utilities**, a single agreement provided 640 employees with a wage increase averaging **3.0 per cent.** In the **finance sector** wage increases averaged **2.8 per cent** for 2,250 employees in 2 settlements. In the **manufacturing sector**, 3 agreements provided 2,100 employees with wage increases averaging **2.7 per cent.** The lowest average adjustments by industry-division was in **education, health and social services,** as 5 agreements provided 4,300 employees with wage increases averaging 2.4 per cent. There were no major settlements in **primary industries, information and cultural industries, trade** or **entertainment and hospitality industries.**

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic provinces	3	5,470
Quebec	7	12,040
Ontario	8	5,740
Prairie provinces	6	7,700
B.C.	2	2,720
Multi-province	1	4,500
Federal	2	1,430

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1998	1999	2000	2000			2001		Year to	2001		
				2	3	4	1	2	Date	May	June	July
All Industries/Jurisdictions												
Average Annual Adjustment	1.7	2.2	2.5	2.5	2.3	2.9	3.5	2.9	3.1	2.7	3.1	2.9
Non-COLA	1.6	2.0	2.5	2.5	2.4	2.9	3.8	3.1	3.3	3.1	3.2	2.9
COLA	2.8	3.5	2.2	2.6	1.8	2.1	2.8	2.2	2.4	2.2	2.9	2.7
First Year Increase	1.4	1.9	2.3	2.6	2.4	3.1	4.3	2.9	3.4	2.7	3.1	3.0
Non-COLA	1.4	1.7	2.3	2.5	2.6	3.1	4.5	3.2	3.6	3.1	3.1	3.0
COLA	2.5	3.4	2.3	3.1	1.2	1.7	3.9	2.3	2.9	2.4	2.7	2.4
Industries												
Primary	1.1	2.2	1.6	1.5	-	2.3	2.1	2.9	2.7	-	4.2	-
Utilities	2.4	1.8	3.2	2.8	2.5	2.7	2.8	2.0	2.6	3.0	0.0	3.0
Construction	2.4	2.0	3.6	2.4	2.7	-	2.5	3.2	3.0	3.0	3.3	3.1
Manufacturing	1.5	3.5	2.4	2.9	2.2	1.5	1.8	2.7	2.5	2.3	3.0	2.7
Wholesale and Retail Trade	1.8	1.3	1.6	1.7	1.5	1.7	2.9	2.0	2.3	2.0	-	-
Transportation	2.1	2.8	2.4	2.2	2.8	2.4	2.7	2.9	2.8	2.9	2.2	4.0
Information and Cultural Industries	1.1	2.5	2.9	-	-	3.2	3.7	2.3	3.4	-	3.1	-
Finance, Management Services	0.8	2.8	1.8	1.9	1.6	-	2.9	2.0	2.2	3.1	2.1	2.8
Education, Health, Social Services	1.4	1.8	2.6	3.7	2.8	3.3	4.3	2.8	3.3	2.6	3.2	2.4
Entertainment,Hospitality Industry	3.4	2.6	3.0	-	2.4	3.8	3.0	4.3	4.2	-	-	-
Public Administration	1.8	2.2	2.3	2.1	2.6	2.5	3.1	3.0	3.1	2.3	3.3	3.0
Jurisdictions												
Newfoundland	1.3	1.6	3.6	2.3	-	6.3	-	5.0	5.0	5.0	5.0	5.0
Prince Edward Island	2.1	2.7	2.2	2.2	-	-	2.5	-	2.5	-	-	-
Nova Scotia	2.9	2.1	2.2	-	-	-	2.0	2.6	2.5	2.5	3.3	2.3
New Brunswick	1.5	2.4	2.8	2.5	2.7	3.3	4.0	2.0	3.3	2.0	-	-
Quebec	1.1	1.6	2.3	2.7	2.8	2.5	3.9	2.4	2.3	2.3	2.5	1.9
Ontario	1.6	2.2	2.5	2.3	2.2	2.9	2.9	3.0	3.0	3.1	2.8	3.1
Manitoba	1.4	2.5	2.6	2.5	2.4	3.3	1.8	2.4	2.1	-	2.0	-
Saskatchewan	1.8	2.0	3.5	-	-	3.6	3.0	3.0	3.0	3.0	-	3.0
Alberta	3.0	4.0	4.4	5.9	3.0	3.4	5.8	4.6	5.3	5.0	5.0	3.8
British Columbia	0.8	0.8	1.6	0.7	1.9	2.2	2.9	2.1	2.3	2.1	0.0	2.3
Multi-Province	1.5	2.2	2.6	1.8	2.7	3.2	3.2	2.7	2.7	3.0	1.1	2.6
Federal Jurisdiction	2.1	2.8	2.2	2.0	3.2	2.3	3.3	3.2	3.3	2.9	3.3	4.0
Public Sector	1.6	1.9	2.5	2.5	2.6	3.0	3.8	2.8	3.2	2.6	3.2	2.9
Private Sector	1.8	2.7	2.3	2.3	1.9	2.2	2.4	2.9	2.8	2.9	3.1	3.0
Consumer Price Index	0.9	1.7	2.7	2.4	2.7	3.1	3.0	3.6	3.1	3.9	3.3	2.6

*January to July data

Data for the current month are preliminary.

MAJOR SETTLEMENTS REACHED IN JULY 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Utilities (1agreement)	**640**	**3.0**	**3.5**	**36**	
SaskPower, administrative services employees, province-wide, Sask.	640	3.0	3.5	36	2004/01/31
Construction (4 agreements)	**6,850**	**3.1**	**3.5**	**34.9**	
Alberta Construction Labour Relations Association, operating engineers, province-wide, Alta.	600	5.6	6.2	24	2003/04/30
Boilermaker Contractors' Association, boilermakers, Canada-Wide(excl. Que., B.C. & Y.T)	4,500	2.6	2.8	36	2004/06/30
Greater Toronto Sewer and Watermain Contractors Assn, heavy equipment operators, Toronto, Ont.	750	3.5	4.2	36	2004/04/30
Greater Toronto Sewer and Watermain Contractors Assn, labourers, Toronto, Ont.	1,000	3.7	4.5	36	2004/04/30
Manufacturing(3 agreements)	**2,100**	**2.7**	**2.4**	**53.1**	
CORUS, plant and maintenance employees, Cap-de-la-Madeleine, Que.	600	1.6 *	0.0	60	2007/01/31
QIT-Fer et Titane inc., plant and maintenance employees, Sorel, Que.	900	2.3 *	2.6	60	2006/04/29
Siemens Canada Limited Automotive Systems (NAMO), plant and maintenance employees, London, Ont.	600	4.4 *	4.5	36	2004/07/15
Transportation (2 agreements)	**1,430**	**4.0**	**4.1**	**36**	
Via Rail Canada Inc., non-operating employees, System-Wide	890	4.3	4.5	36	2003/12/31
Via Rail Canada Inc., sleeping, dining and parlour car employees, System-Wide	540	3.4	3.5	36	2003/12/31
Finance, Real Estate, Management Services (2 agts)	**2,250**	**2.8**	**3.3**	**36**	
Saskatchewan Government Insurance, office and clerical employees, Regina, Sask.	1,420	3.0	3.5	36	2003/12/31
Securitas Canada Limited, security guards, Southwestern, Ont.	830	2.3	2.9	36	2004/05/31
Education, Health and Social Services (5 agreements)	**4,300**	**2.4**	**2.3**	**34.3**	
Board of Governors of Ryerson Polytechnic University, office and clerical employees, Toronto, Ont.	530	1.8	1.5	36	2004/06/30
Government of Saskatchewan, non-medical employees, province-wide, Sask.	620	3.0	3.0	36	2003/09/30
University of British Columbia, professors, Vancouver, B.C.	1,900	2.0	2.0	36	2004/06/30
Versa-Care Limited, non-medical employees, Sarnia, Ont.	650	2.9	2.5	36	2003/12/31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

continued on next page

MAJOR SETTLEMENTS REACHED IN JULY

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
York Region District School Board, service and maintenance employees, Aurora, Ont.	600	2.7	3.1	24	2003/08/31
Public Administration (12 agreements)	**22,030**	**3.0**	**2.9**	**24.3**	
City of Calgary, outside employees, Calgary, Alta.	3,040	3.5	3.5	24	2002/12/31
City of Montreal, administrative services employees, Montréal, Que.	510	2.0	2.0	9	2001/12/31
City of Montreal, firefighters, Montréal, Que.	1,570	0.0	0.0	12	2001/12/31
City of Montreal, inside employees, Montréal, Que.	3,080	2.0	2.0	10	2001/12/31
City of Montreal, outside employees, Montréal, Que.	4,360	2.0	2.0	8	2001/12/31
City of Saskatoon, inside employees, Saskatoon, Sask.	1,380	3.0	3.0	36	2003/12/31
City of Vancouver, firefighters, Vancouver, B.C.	820	2.9	2.9	36	2002/12/31
Government of Newfoundland and Labrador, general services employees, province-wide, Nfld.	3,560	5.0	5.0	36	2004/03/31
Government of Newfoundland and Labrador, service and maintenance employees, province-wide, Nfld.	1,380	5.0	5.0	36	2004/03/31
Government of Quebec, engineers, province-wide, Que.	1,020	3.5	1.5	48	2002/06/30
Halifax Regional Municipality, outside employees, Halifax, N.S.	530	2.3	3.0	48	2004/10/31
Regional Municipality of Durham Police Services Board, police officers, Oshawa, Ont.	780	3.0	4.3	54	2003/12/31
Agreements with COLA (3 agreements)	2,100	2.7 *	2.4	53.1	
Agreements without COLA (26 agreements)	37,500	2.9	3.0	28.8	
All Agreements (29 agreements)	39,600	2.9	3.0	30	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	98,190	B/CO/WS	Mar.00/Jan.01
•Canada Customs and Revenue Agency	PSAC and PIPS	45,080	B/MED	Oct.00/June01
•Canadian Food Inspection Agency	PIPS	1,130	CO	Sep.00
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	ARB	Mar. 00
•Government of New Brunswick	CUPE (education)	2,500	B	Mar. 01
•Quebec Construction	various	68,910	TENT	Apr. 01
•Bombardier (QC)	IAM	8,000	B	Nov. 01
•Boeing (Toronto)	CAW	1,370	B	Oct. 01
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario Hospitals	Nurses	40,000	B	Mar. 01
•Government of Alberta	AUPE	17,540	B	Aug. 01
•TELUS	TWU	16,710	B	Dec. 00
•B.C. Public School Employees Assn.	B.C. Teachers' Federation	41,000	B	Mar. 01
•CN Rail	various unions	5,230	CO	June 01
•VIA	various unions	1,100	PCB/MED	Dec. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	CO	Aug. 00

Status* :

ARB arbitration
B bargaining
B/WS bargaining after work stoppage
CO conciliation
MED mediation
M/WS mediation after work stoppage
PAB post-arbitration bargaining
PCB post-conciliation bargaining
PMB post-mediation bargaining
TENT tentative agreement
WS work stoppage

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The Wage Settlements Bulletin and the Workplace Gazette report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or E-mail: *wid-imt@hrdc-drhc.gc.ca*

Average Increases in the First and Second Quarters for Small, Medium and Large Size Bargaining Units

Small bargaining units were introduced in the year 2000 in response to client consultations requesting such information and to reflect the distribution of smaller workplaces in the Canadian industrial composition. However, the small bargaining units represent a sample of bargaining units across Canada and by industrial sector while the large and medium bargaining units represent all bargaining units across Canada and by industrial sector.

In the **first quarter of the year 2001**, there were 108 collective bargaining settlements reached. Of these, 18 settlements were in small bargaining units (between 100 and 499 employees), 58 were in medium bargaining units (500 to 1999 employees) and 32 were in large bargaining units (2000 employees and over).

Small bargaining units had an average increase of 2.7 per cent, slightly lower than the previous quarter of 2.8 per cent. Private sector settlements provided an increase of 2.7 per cent compared to the public sector with 2.6 per cent. On an industry basis, the Construction sector had the largest average annual increase (7.2 per cent) while the Entertainment and Hospitality sector reported the smallest increase at 1.5 per cent.

Medium size bargaining units received an average wage increase of 2.8 per cent, slightly higher than the settlements of small bargaining units but lower than the 3.2 per cent in the previous quarter. Public sector settlements resulted in an increase of 3.1 per cent, which is higher than the private sector's 2.1 per cent. On an industry basis, unlike the small size bargaining units, the Entertainment and Hospitality sector reported increases at 3.0 per cent and the Manufacturing sector reported the smallest increases at 1.8 per cent.

Large size bargaining units received an average wage increase of 3.7 per cent, recording the highest increase compared both to the fourth quarter 2000 (2.7 per cent) and to the settlements for medium and small size bargaining units. The public sector's average increase of 4.0 per cent was not only significantly higher than the private sector increase of 2.6 per cent but it was the highest increase compared to any sector in all sizes of bargaining units. On an industry basis, the highest increase was recorded in the Education, Health and Social Services sector (4.6 per cent) and the lowest in the Construction sector (2.5 per cent).

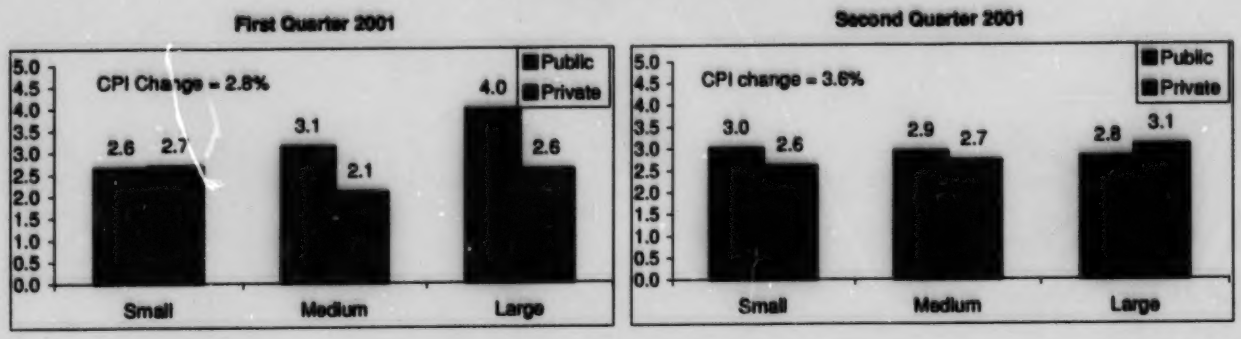
In the **second quarter** there were 175 collective bargaining settlements reached: 32 settlements were in small bargaining units, 104 were in medium bargaining units and 39 were in large bargaining units.

Small bargaining units reported an increase of 2.7 per cent, a slight increase compared to the first quarter. Public sector settlements provided a higher increase (3.0 per cent) compared to the private sector (2.6 per cent). On an industry basis, the Information and Culture sector had the largest average increase (3.3 per cent) while Primary Industries sector reported the smallest increase at 1.8 per cent.

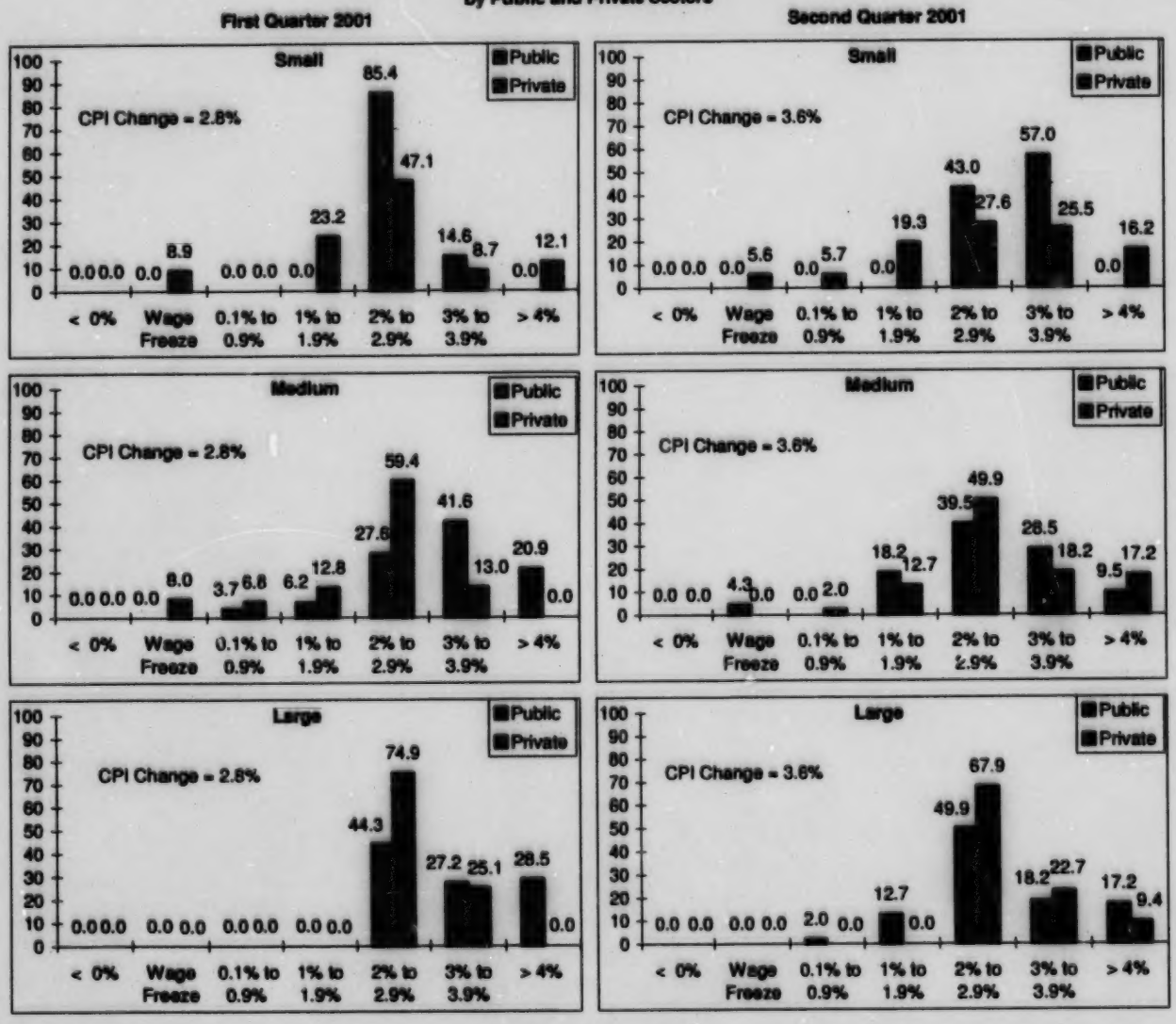
Medium size bargaining units maintained the same average wage increase at 2.8 per cent as the previous quarter. The public sector average increase at 2.9 per cent was higher than the private sector increase at 2.7 per cent. On an industry basis, the Construction sector had the highest increase at 3.1 per cent while the lowest was recorded by Utilities sector at 1.7 per cent.

Large bargaining units received an average wage increase of 2.8 per cent, down from 3.7 per cent in the first quarter. Private sector settlements resulted in an increase of 3.1 per cent compared to the public sector at 2.8 per cent. The large size private sector had a higher average increase than the medium and small bargaining units. On an industry basis, the Entertainment and Hospitality sector had the highest increase at 4.6 per cent compared to the Utilities sector (2.2 per cent) and to every other sector in both the medium and small size bargaining units.

Average Quarterly Increases in Percentage, by Public and Private Sectors

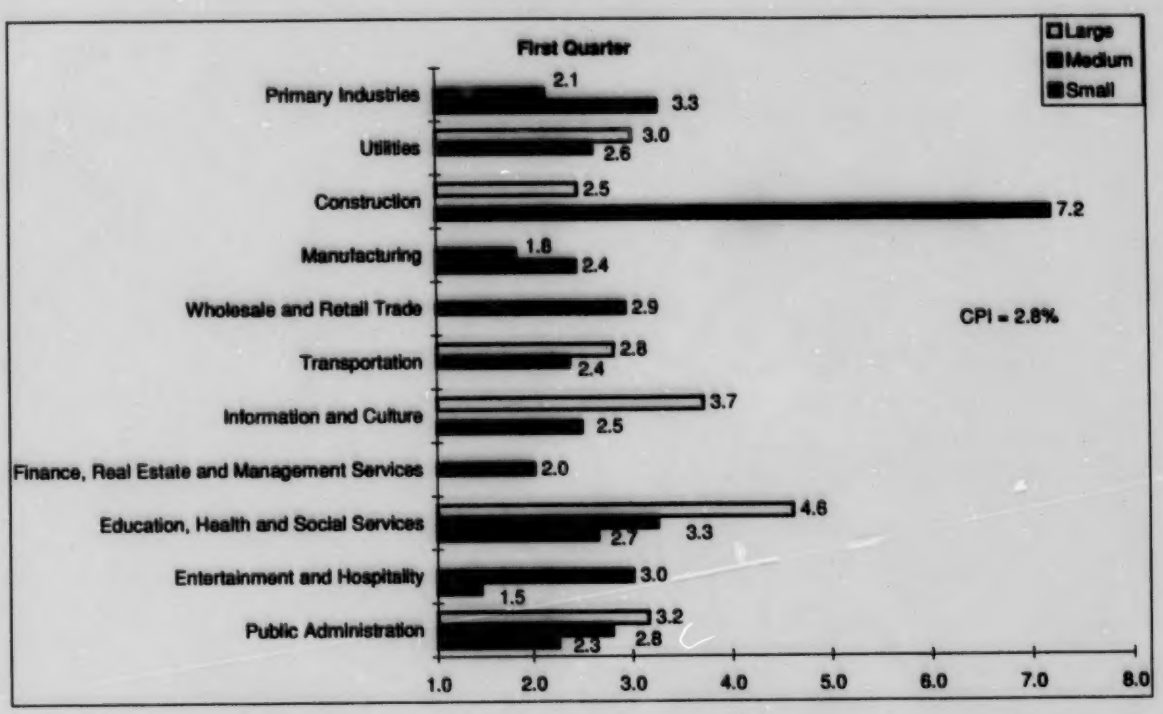


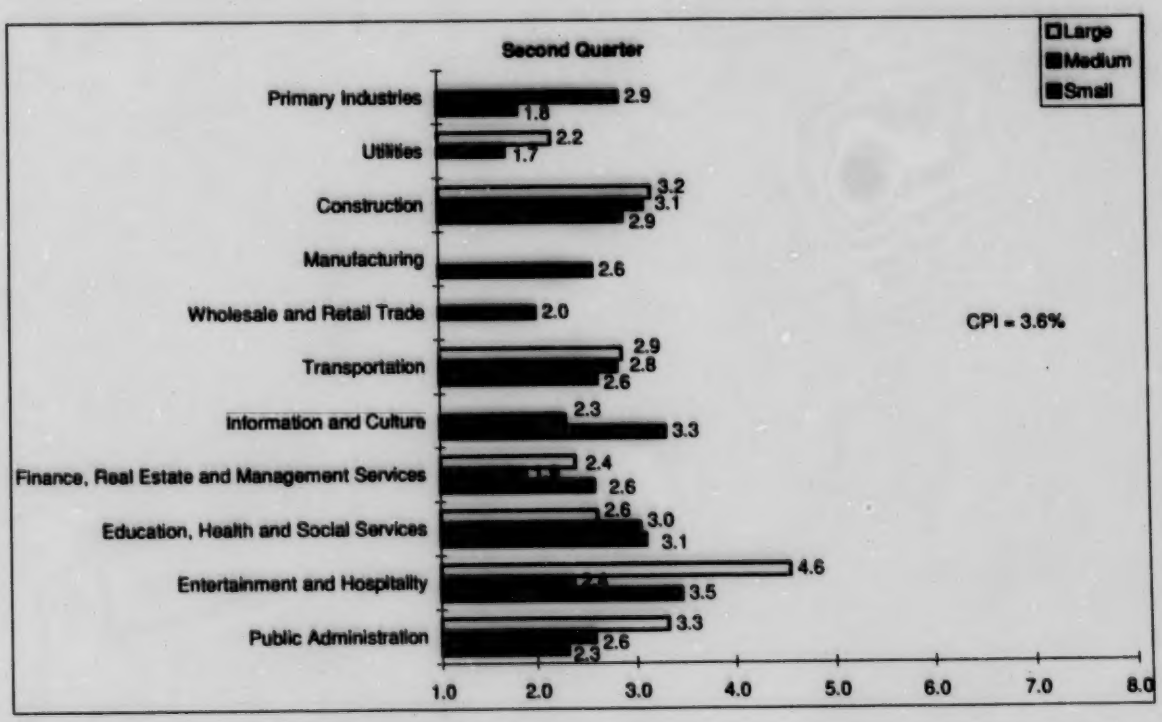
Wage Adjustment Distribution by Percentage of Employees, by Public and Private Sectors



Wage Adjustment

Average Annual Increases in Percentage, by Industry





Percentage Distribution of Employees by Wage Adjustment, by Industry

First Quarter 2001

Industry	Small					
	Wage Freeze	0.1% to 0.9%	1% to 1.9%	2% to 2.9%	3% to 3.9%	> 4%
Primary Industries	-	-	-	-	100.0	-
Utilities						
Construction	-	-	-	-	-	100.0
Manufacturing	11.8	-	21.4	50.7	7.5	8.6
Wholesale and Retail Trade						
Transportation	-	-	6.7	83.5	9.8	-
Information and Culture	-	-	-	100.0	-	-
Finance, Real Estate and Management Services						
Education, Health and Social Services	-	-	-	84.0	16.0	-
Entertainment and Hospitality	-	-	100.0	-	-	-
Public Administration	-	-	-	100.0	-	-

	Medium					
	Wage Freeze	0.1% to 0.9%	1% to 1.9%	2% to 2.9%	3% to 3.9%	> 4%
Primary Industries	-	-	-	36.0	64.0	-
Utilities	-	-	-	-	100.0	-
Construction	-	4.9	8.1	22.7	37.0	27.4
Manufacturing	-	-	71.1	-	28.9	-
Wholesale and Retail Trade						
Transportation	-	-	-	82.9	17.1	-
Information and Culture	-	-	-	100.0	-	-
Finance, Real Estate and Management Services	17.1	14.5	-	59.6	8.8	-
Education, Health and Social Services						
Entertainment and Hospitality	-	-	-	51.8	48.2	-
Public Administration	-	-	-	100.0	-	-

	Large					
	Wage Freeze	0.1% to 0.9%	1% to 1.9%	2% to 2.9%	3% to 3.9%	> 4%
Primary Industries	-	-	-	86.5	-	13.5
Utilities						
Construction	-	-	-	20.3	37.1	42.6
Manufacturing						
Wholesale and Retail Trade	-	-	-	-	100.0	-
Transportation	-	-	-	31.1	68.9	-
Information and Culture						
Finance, Real Estate and Management Services						
Education, Health and Social Services	-	-	-	100.0	-	-
Entertainment and Hospitality	-	-	-	-	100.0	-
Public Administration						

Percentage Distribution of Employees by Wage Adjustment, by Industry

Second Quarter 2001

Industry	Small					
	Wage Freeze	0.1% to 0.9%	1% to 1.9%	2% to 2.9%	3% to 3.9%	> 4%
Primary Industries	-	-	-	100.0	-	-
Utilities	25.0	-	-	-	-	75.0
Construction	-	-	-	47.9	52.1	-
Manufacturing	-	-	-	100.0	-	-
Wholesale and Retail Trade	-	-	-	28.6	71.4	-
Transportation	-	19.6	-	41.2	39.2	-
Information and Culture						
Finance, Real Estate and Management Services	3.4	6.1	14.0	23.6	45.5	7.3
Education, Health and Social Services	-	-	13.4	56.4	13.4	16.8
Entertainment and Hospitality						
Public Administration	-	-	100.0	-	-	-

	Medium					
	Wage Freeze	0.1% to 0.9%	1% to 1.9%	2% to 2.9%	3% to 3.9%	> 4%
Primary Industries	-	-	15.5	59.1	25.5	-
Utilities	-	-	-	100.0	-	-
Construction	2.5	-	11.8	28.2	42.3	15.1
Manufacturing	18.3	-	-	64.1	17.6	-
Wholesale and Retail Trade	-	-	57.6	-	42.4	-
Transportation	-	-	14.0	27.4	58.6	-
Information and Culture	-	-	57.4	42.6	-	-
Finance, Real Estate and Management Services	3.6	-	14.3	41.7	37.2	3.3
Education, Health and Social Services	-	-	10.2	42.6	34.4	12.7
Entertainment and Hospitality	43.1	-	-	-	56.9	-
Public Administration	-	-	56.1	-	-	43.9

	Large					
	Wage Freeze	0.1% to 0.9%	1% to 1.9%	2% to 2.9%	3% to 3.9%	> 4%
Primary Industries	-	-	-	60.9	-	39.1
Utilities	-	-	-	-	-	100.0
Construction	-	2.6	16.8	46.9	23.9	9.7
Manufacturing	-	-	-	100.0	-	-
Wholesale and Retail Trade						
Transportation	-	-	-	67.4	32.6	-
Information and Culture						
Finance, Real Estate and Management Services						
Education, Health and Social Services	-	-	-	66.8	21.2	11.9
Entertainment and Hospitality	-	-	-	100.0	-	-
Public Administration						

SETTLEMENTS FROM SMALL BARGAINING UNITS, REACHED IN JULY 2001

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Utilities (1 agreement)					
Independent Market Operator, scientific and other professionals, province-wide, Ont.	240	3.8	4.5	36	2003/12/31
Manufacturing (3 agreements)					
Aliments Humpty Dumpty Inc., production, Lachine, Que.	180	3.3	3.3	48	2005/06/30
Dairyland Fluid Division Ltd. & Armstrong Cheese Company Ltd., plant and maintenance employees, Saskatoon, Sask.	280	2.5	3.0	60	2006/03/31
QIT-Fer et Titane inc., office and clerical employees, Tracy, Que.	140	2.4 *	2.7	60	2006/04/29
Wholesale and Retail Trade (1 agreement)					
Hudson's Bay Company, retail employees, Victoria, B.C.	250	1.1	1.0	36	2003/01/31
Transportation (1 agreement)					
Transit Windsor, bus drivers, Windsor, Ont.	200	0.0 *	0.0	12	2002/09/30
Information and Culture (1 agreement)					
National Gallery of Canada, office and clerical employees, Ottawa, Ont.	200	3.2	4.3	36	2003/06/30
Education, Health and Social Services (2 agreements)					
Board of Governors of the University of Windsor, academic staff, Windsor, Ont.	490	2.3	2.0	36	2004/06/30
University of Windsor, support employees, Windsor, Ont.	290	3.0	3.0	36	2004/07/31
Public Administration (2 agreements)					
City of Coquitlam, firefighters, Coquitlam, B.C.	120	2.9	2.9	36	2002/12/31
City of Victoria, outside employees, Victoria, B.C.	290	2.1 *	2.1	48	2004/12/31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Published by the Authority of the Minister of Labour, Government of Canada.
©Minister of Public Works and Government Services Canada 2001. All rights reserved. No part of this publication may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, mechanical, photocopying, recording or otherwise without prior written permission of the Minister of Labour.
ISSN 1186-6640 Catalogue No. L12-20-1E

NUMBER

NUMÉRO

10

micromedia
a division of IHS Canada

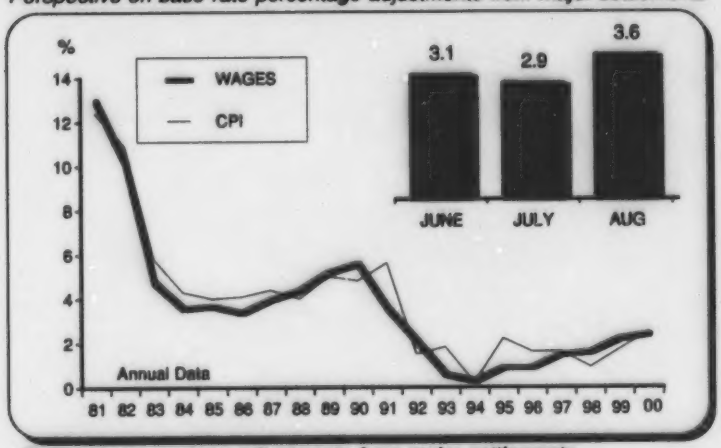
20 Victoria Street
Toronto, Ontario M5C 2N8
Tel.: (416) 362-5211
Toll Free: 1-800-387-2689
Fax: (416) 362-6161
Email: info@micromedia.on.ca

Human Resources Development Canada
Développement des ressources humaines Canada

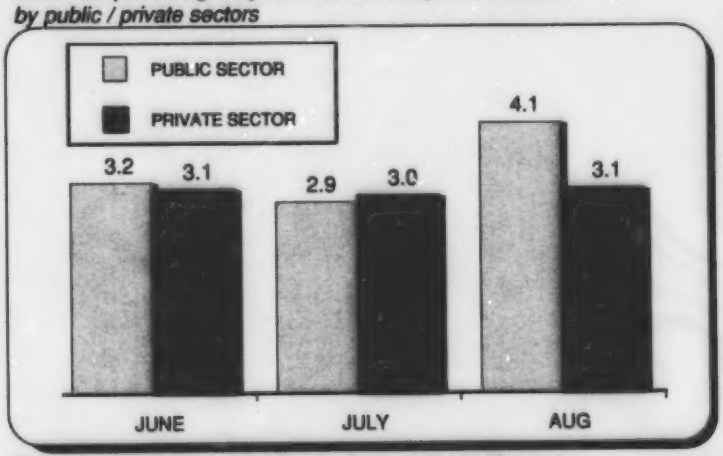
Workplace Information Directorate
1-800-567-6866
(819) 997-3117

BULLETIN

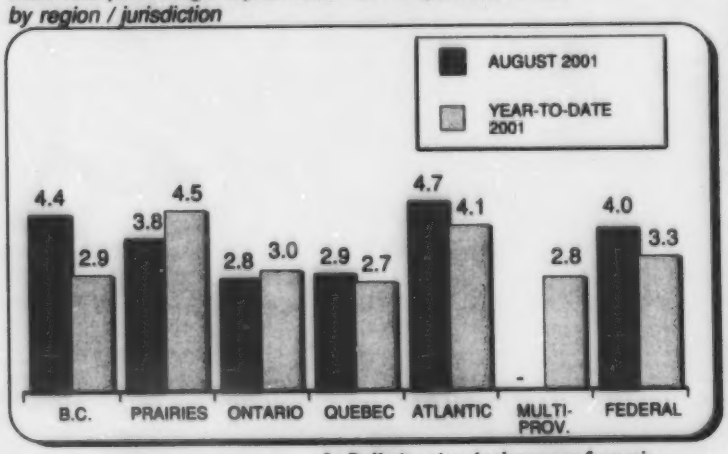
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for August 2001

Major collective bargaining settlements reached in **August 2001** provided base-rate wage increases averaging **3.6 per cent** annually over the contract-term. This figure was higher than the 2.9 per cent average for July, and higher than the 2.5 per cent average for the year 2000.

The August 2001 results are based on a review of 23 settlements reached in the period, with a coverage of 140,660 employees. When the parties to the August 2001 settlements previously negotiated (with contract durations averaging 37 months), the resulting wage adjustments averaged 1.5 per cent, compared to the 3.6 per cent in their current round of settlements and current contract durations averaging 35 months.

Wage adjustments in base rates for the year-to-date (January to August 2001) averaged 3.2 per cent.

Wage adjustments in major settlements ranged from 1.8 per cent for 570 employees with Canadian Freightways Ltd., to a high of 6.6 per cent for 4,000 mechanical workers in companies represented by the Alberta Construction Labour Relations Association.

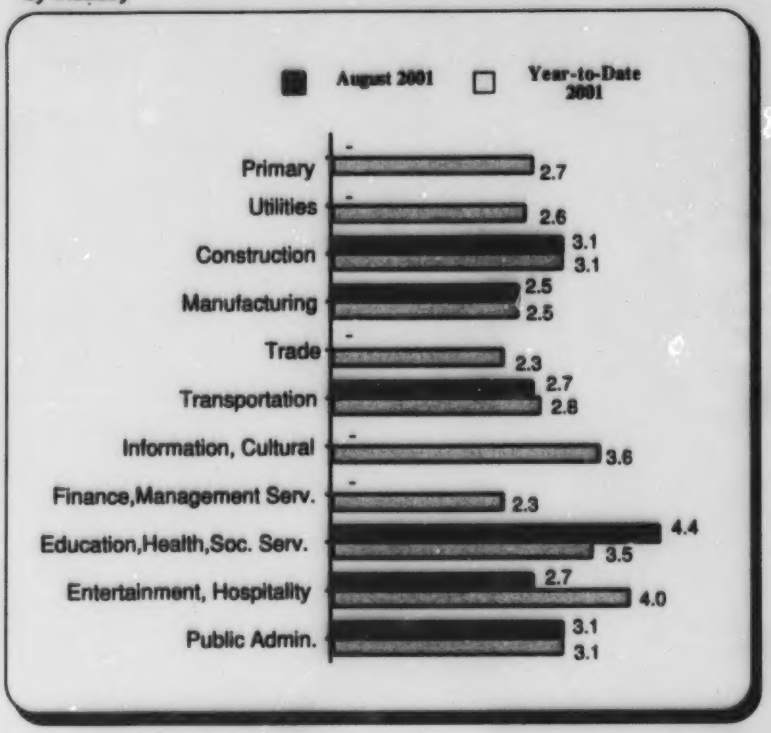
Wage increases were larger in the public sector than in the private sector in August. **Public-sector** wage adjustments for 69,430 employees in 15 settlements averaged **4.1 per cent** in August. This above-average figure was due in large part to the B.C. nursing settlement at 5.6 per cent (covering 26,000 nurses) and the Nova Scotia nursing settlements at 5.7 per cent (covering 6,040 nurses). In the **private sector**, wage increases for 71,230 employees in 8 agreements averaged **3.1 per cent**. The employee coverage in this sector came mostly from the 4 major Quebec construction sector settlements with 65,260 workers (87% of all private sector employees) obtaining wage gains averaging 2.9 per cent.

On a regional/jurisdictional basis, wage increases in descending order of magnitude were: the Atlantic provinces at 4.7 per cent (3 agreements); British Columbia at 4.4 per cent (4 agreements); the Federal jurisdiction at 4.0 per cent (2 agreements); Prairie provinces at 3.8 per cent (4 agreements); Quebec at 2.9 per cent (4 agreements); Ontario at 2.8 per cent (6 agreements).

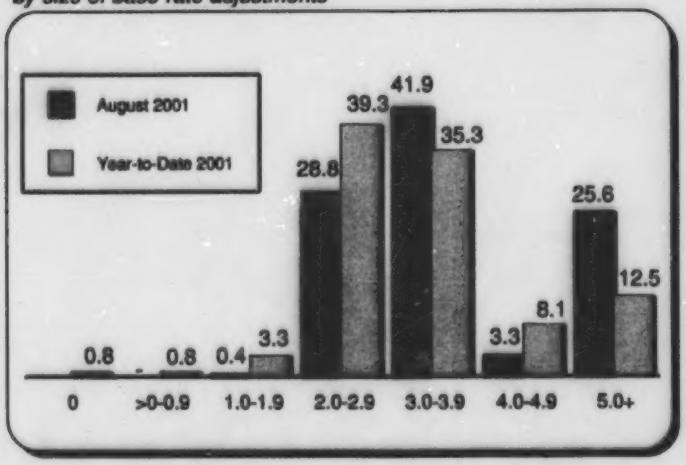
Canada

On an industry basis, the largest concentration of employees was in **construction**; 5 agreements provided 69,260 employees (49% of all employees covered) with wage adjustments averaging **3.1 per cent.** The largest average increase was in **education, health and social services** as 9 agreements provided 50,290 employees (36% of all employees) with wage increases averaging **4.4 per cent.** In **public administration**, 5 agreements provided 15,780 employees with wage increases averaging **3.1 per cent.** In the **transportation sector**, wage increases averaged **2.7 per cent** for 3,930 employees in 2 settlements. In the **entertainment and hospitality industries**, a single agreement provided 800 employees with wage increases averaging **2.7 per cent.** The lowest average adjustment by industry-division was in the **manufacturing sector**, where a single agreement provided 600 employees with a wage increase averaging **2.5 per cent.** There were no major settlements in **primary industries, utilities, information and cultural industries, trade or finance.**

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic provinces	3	8,840
Quebec	4	65,260
Ontario	6	5,210
Prairie provinces	4	16,880
British Columbia	4	40,960
Multi-province	-	-
Federal	2	3,510

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1998	1999	2000	2000			2001		Year to	2001		
				2	3	4	1	2	Date	Jun	Jul	Aug
All Industries/Jurisdictions												
Average Annual Adjustment	1.7	2.2	2.5	2.5	2.3	2.9	3.5	2.9	3.2	3.1	2.9	3.6
Non-COLA	1.6	2.0	2.5	2.5	2.4	2.9	3.8	3.1	3.3	3.1	3.0	3.2
COLA	2.8	3.5	2.2	2.6	1.8	2.1	2.8	2.2	2.9	2.9	2.7	4.5
First Year Increase	1.4	1.9	2.3	2.6	2.4	3.1	4.3	2.9	3.5	3.1	3.1	4.0
Non-COLA	1.4	1.7	2.3	2.5	2.6	3.1	4.5	3.2	3.5	3.1	3.1	3.4
COLA	2.5	3.4	2.3	3.1	1.2	1.6	3.9	2.3	3.5	2.7	2.5	5.7
Industries												
Primary	1.1	2.2	1.6	1.5	-	2.3	2.1	2.9	2.7	4.2	-	-
Utilities	2.4	1.8	3.2	2.7	2.5	2.7	2.8	2.0	2.6	0.0	3.0	-
Construction	2.4	2.0	3.6	2.4	2.7	-	2.5	3.2	3.1	3.3	3.1	3.1
Manufacturing	1.5	3.5	2.4	2.9	2.2	1.5	1.8	2.7	2.5	3.0	2.7	2.5
Wholesale and Retail Trade	1.8	1.3	1.7	2.0	1.5	1.7	2.9	2.0	2.3	-	-	-
Transportation	2.1	2.8	2.4	2.2	2.8	2.4	2.7	2.9	2.8	2.2	4.0	2.7
Information and Cultural Industries	1.1	2.5	2.9	-	-	3.2	3.7	3.1	3.6	3.1	-	-
Finance, Management Services	0.8	2.8	1.8	1.9	1.6	-	2.9	2.0	2.3	2.1	3.1	-
Education, Health, Social Services	1.4	1.8	2.6	3.7	2.8	3.3	4.3	2.8	3.5	3.1	2.4	4.4
Entertainment,Hospitality Industry	3.4	2.6	3.0	-	2.4	3.8	3.0	4.3	4.0	-	-	2.7
Public Administration	1.8	2.2	2.3	2.1	2.6	2.5	3.1	3.0	3.1	3.3	3.0	3.1
Jurisdictions												
Newfoundland	1.3	1.6	3.6	2.3	-	6.3	-	5.0	5.0	5.0	5.0	-
Prince Edward Island	2.1	2.7	2.2	2.2	-	-	2.5	-	2.5	-	-	-
Nova Scotia	2.9	2.1	2.2	-	-	-	2.0	2.5	3.7	2.7	2.3	4.7
New Brunswick	1.5	2.4	2.8	2.4	2.7	3.3	4.0	2.0	3.3	-	-	-
Quebec	1.1	1.6	2.3	2.7	2.8	2.5	3.9	2.3	2.7	2.5	1.9	2.9
Ontario	1.6	2.2	2.5	2.3	2.2	2.9	2.9	3.0	3.0	2.8	3.0	2.8
Manitoba	1.4	2.5	2.6	2.5	2.4	3.3	1.8	2.4	2.3	2.0	4.5	-
Saskatchewan	1.8	2.0	3.5	-	-	3.6	3.0	3.0	2.8	-	3.0	2.7
Alberta	3.0	4.0	4.4	5.9	3.0	3.4	5.8	4.6	5.3	5.0	3.8	5.5
British Columbia	0.8	0.8	1.6	0.7	1.9	2.2	2.9	2.1	2.9	0.0	2.3	4.4
Multi-Province	1.5	2.2	2.7	2.3	2.7	3.2	3.2	2.8	2.8	2.8	2.6	-
Federal Jurisdiction	2.1	2.8	2.2	2.0	3.2	2.3	3.3	3.2	3.3	3.3	4.0	4.0
Public Sector	1.6	1.9	2.5	2.5	2.6	3.1	3.8	2.8	3.4	3.2	2.9	4.1
Private Sector	1.8	2.7	2.3	2.3	1.9	2.2	2.4	2.9	2.9	3.1	3.0	3.1
Consumer Price Index	0.9	1.7	2.7	2.4	2.7	3.1	3.0	3.6	3.1	3.3	2.6	2.8

*January to August data

Data for the current month are preliminary.

MAJOR SETTLEMENTS REACHED IN AUGUST 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Construction (5 agreements)	**69,290**	**3.1**	**3.2**	**35.3**	
Alberta Construction Labour Relations Association, plumbers and pipefitters, province-wide, Alta.	4,000	6.6	6.8	24	2003/04/30
Association de la construction du Québec, construction trades - all, province-wide, Que.	31,720	3.0	3.0	36	2004/04/25
Association de la construction du Québec, construction trades - all, province-wide, Que.	13,990	3.0	3.0	36	2004/04/25
Association de la construction du Québec, construction trades - all, province-wide, Que.	8,480	3.4	4.3	36	2004/04/25
Association of Provincial Housing Contractors of Quebec, construction trades - all, province-wide, Que.	11,070	2.0	2.0	36	2004/04/25
Manufacturing (1 agreement)	**600**	**2.5**	**2.0**	**48**	
Christie Brown and Co., Division of Nabisco Ltd., production, Toronto, Ont.	600	2.5	2.0	48	2005/04/30
Transportation (2 agreements)	**3,930**	**2.7**	**2.4**	**37.7**	
Canadian Freightways Limited, truck drivers, province-wide, Alta	570	1.8	1.5	48	2004/12/31
Coast Mountain Bus Company, bus drivers, Vancouver, B.C.	3,360	2.8	2.5	36	2004/03/31
Education, Health and Social Services (9 agreements)	**59,200**	**4.4**	**5.5**	**34.1**	
Capital District Health Authority, health and social care professionals, province-wide, N.S.	2,600	2.5	3.5	36	2003/10/31
Capital District Health Authority, nurses, Halifax, N.S.	2,100	5.7	7.0	36	2003/10/31
Governors of the University of Calgary, Instructors/Tutors/Lecturers, Calgary, Alta.	1,720	4.1	4.1	12	2002/06/30
Hamilton-Wentworth District School Board, secondary teachers, Hamilton, Ont.	1,200	2.5	2.5	12	2002/08/31
Health Employers Association of British Columbia, nurses, province-wide, B.C.	26,000	5.6 *	7.2	36	2004/03/31
Health Employers Association of British Columbia, para-medical professional employees, province-wide, B.C.	10,800	2.0 *	2.0	36	2004/03/31
Nova Scotia Association of Health Organizations, nurses, province-wide, N.S.	3,940	5.7	7.0	36	2003/10/31
Regional Municipality of Durham, service and maintenance employees, Whitby, Ont.	730	3.0	3.0	36	2004/03/31
Windsor-Essex Catholic District School Board, elementary teachers, Windsor, Ont.	1,000	3.0	3.0	12	2002/08/31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

continued on next page

MAJOR SETTLEMENTS REACHED IN AUGUST 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date dd/mm/yy
Entertainment and Hospitality (1 agreement)	**800**	**2.7**	**3.0**	**36**	
Pacific National Exhibition, service and maintenance employees, Vancouver, B.C.	800	2.7	3.0	36	2003/12/31
Public Administration (5 agreements)	**15,780**	**3.1**	**2.9**	**32.8**	
Canada Customs and Revenue Agency, computer operators, Canada-Wide	2,940	4.4	2.5	24	2002/04/30
City of Calgary, police officers, Calgary, Alta.	1,300	3.7	3.5	24	2001/12/31
City of London, outside employees, London, Ont.	700	3.0	3.0	36	2003/12/31
Government of Saskatchewan, inside and outside employees, province-wide, Sask.	9,860	2.7	3.0	36	2003/09/30
Regional Municipality of Durham, inside employees, Whitby, Ont.	980	3.0	3.0	36	2004/03/31
Agreements with COLA (2 agreements)	**36,800**	**4.5 ***	**5.7**	**36**	
Agreements without COLA (21 agreements)	**103,860**	**3.2**	**3.4**	**34.3**	
All Agreements (23 agreements)	**140,660**	**3.6**	**4.0**	**34.7**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	98,190	B/CO/TENT	Mar.00/Jan.01
•Government of Newfoundland	nurses	5,000	B	June 01
•Government of Newfoundland	teachers	8,000	CO	August 01
•Canada Customs and Revenue Agency	PSAC and PIPS	45,080	MED/B	Oct.00/June01
•Canadian Food Inspection Agency	PIPS	1,130	CO	Sep.00
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	ARB	Mar. 00
•Government of New Brunswick	CUPE (education)	2,500	B	Mar. 01
•Bombardier (QC)	IAM	8,000	B	Nov. 01
•Boeing (Toronto)	CAW	1,370	B	Oct. 01
•City of Toronto	Firefighters	3,000	ARB	various
•Ontario Hospitals	Nurses	40,000	B	Mar. 01
•Government of Alberta	AUPE	17,540	TENT	Aug. 01
•TELUS	TWU	16,710	B	Dec. 00
•B.C. Public School Employees Assn.	B.C. Teachers' Federation	41,000	B	Mar. 01
•Air Canada	CUPE	4,500	B	Oct. 01
•Canada Post	PSAC	3,100	CO	Oct. 01
•CN Rail	various unions	5,230	CO	June 01
•VIA	various unions	1,100	MED/TENT	Dec. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	CO	Aug. 00

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The Wage Settlements Bulletin and the Workplace Gazette report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or E-mail: *wid-imt@hrdc-drhc.gc.ca*

Average Adjustments for Small, Medium and Large Size Bargaining Units

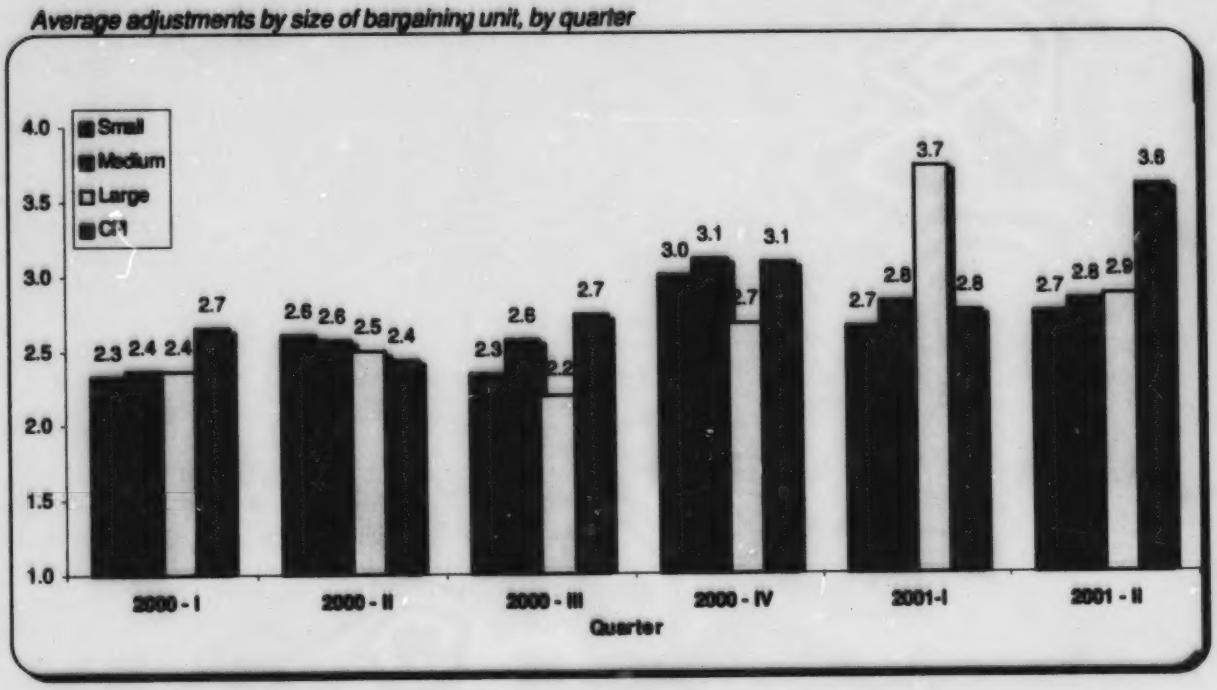
This is the sixth consecutive quarter tracking small bargaining units.

In the **first half of 2000**, the difference in wage adjustments among size of bargaining units varied by less than 0.3 percentage points in the 2.3 to 2.6 per cent adjustment range. CPI changes were 2.7 and 2.4 per cent respectively in those quarters.

In the **second half of 2000**, the CPI was reported by quarter at 2.7 and 3.1 per cent respectively. Wage adjustments indicated greater variability by size of bargaining units. In both quarters, large bargaining units reported relatively smaller wage adjustments (2.2 and 2.7 per cent respectively) than the small and medium sized bargaining units.

However, in the **first quarter of 2001**, large sized bargaining units reported significantly higher wage adjustments at 3.7 per cent compared to 2.8 and 2.7 per cent for the medium and small bargaining units while the CPI stood at 2.8 per cent.

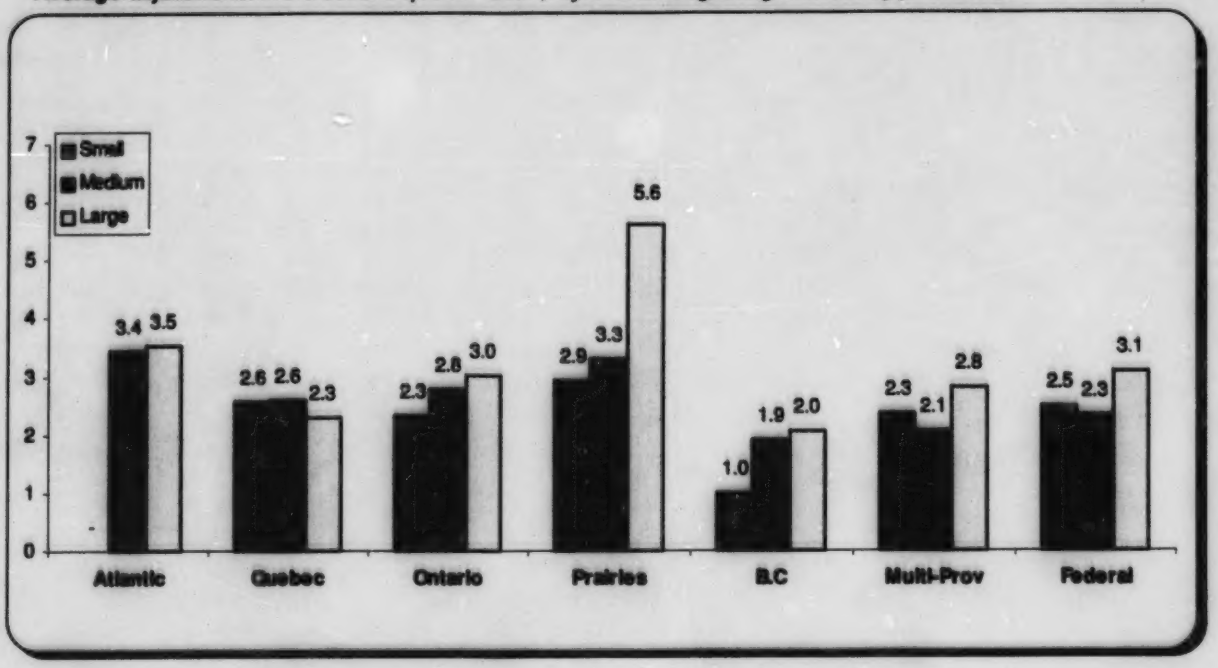
Average adjustments by size of bargaining unit, by quarter



In the **second quarter of 2001**, while CPI has soared to 3.6 per cent, wage adjustments for all sized bargaining units have reported very little variability, hovering around 2.7 per cent for small, 2.8 per cent for medium and 2.9 per cent for large bargaining units.

While size-related differences may appear to have little impact, geographic jurisdiction indicates greater variability, as the second quarter of 2001 is reviewed

Average adjustments in the second quarter 2001, by size of bargaining unit and by jurisdiction



In the **Atlantic** provinces, the second quarter 2001 mirrored the first quarter where all bargaining units reported wage increases greater than 2.0 per cent. For the large bargaining units, the average increase was 3.5 per cent compared to 3.4 per cent in medium sized bargaining units. There were no small bargaining units reporting wage settlements.

In the province of **Quebec**, there was a slight downward shift in the distribution of wage increases from the first quarter. The overall results indicate an average wage adjustment of 2.3 per cent in large bargaining units, compared to 2.6 per cent for both medium and small bargaining units. In the first quarter, average increases were 3.5 per cent and 3.8 per cent respectively in the medium and small bargaining units.

In the province of **Ontario**, there was more variability in the distribution of wage increases in the second quarter 2001 than in the first quarter. Average wage increases decreased in large bargaining units (from 3.2 per cent to 3.0 per cent) and increased in the medium sized units from 2.5 per cent to 2.8 per cent and from 2.1 per cent to 2.3 per cent in the small sized bargaining units.

In the **Prairie** provinces, average wage adjustments were the highest in both quarters. The large bargaining units reported increases of 5.6 per cent and 5.3 per cent in respectively second and first quarter. Both medium and small bargaining units reported increases varying between 3.4 per cent and 2.9 per cent in both quarters.

In **British Columbia**, wage adjustments fell from the first to the second quarter in all bargaining units. The large sized bargaining units reported wage increases of 2.0 per cent compared to 2.6 per cent in the first quarter. Medium sized bargaining unit adjustments decreased from 2.5 per cent to 1.9 per cent and small bargaining units reported adjustments that fell from 2.0 per cent to 1.0 per cent.

In the **Federal** jurisdiction, wage adjustment variability was the smallest. Wage adjustments were slightly lower in all size bargaining units, decreasing by approximately 0.2 percentage points and ranging from 3.1 per cent in large bargaining units, 2.3 per cent and 2.5 per cent in medium and small sized bargaining units.

SETTLEMENTS FROM SMALL BARGAINING UNITS, REACHED IN AUGUST 2001

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Primary Industries (1 agreement)					
Services Minéraux Industriels Inc., mine employees, Saint-Honoré, Que.	140	2.8	3.0	36	2004/04/30
Construction (2 agreements)					
Industrial Contractors Association of Alberta, truck drivers, province-wide, Alta.	350	5.6	9.4	24	2003/04/30
Pyramid Corporation, construction, province-wide, Alta.	400	7.6	7.6	6	2001/11/30
Manufacturing (3 agreements)					
Celanese Canada Inc., plant and maintenance employees, Clover Bar, Alta.	470	3.2	3.5	36	2004/02/28
Natco Canada Ltd., production, Calgary, Alta.	120	5.5	5.5	24	2003/07/31
Weyerhaeuser Canada Ltd., mill employees, Grande Cache, Alta.	120	2.0	2.0	36	2004/02/29
Wholesale and Retail Trade (1 agreement)					
Detroit Diesel-Allison British Columbia, plant and maintenance employees, Burnaby, B.C.	130	2.0	2.0	36	2004/02/29
Education, Health and Social Services (2 agreements)					
Rainbow District School Board, secondary teachers, Sudbury, Ont.	460	2.0	2.0	12	2002/08/31
Rainy River District Home for the Aged, nurses and support services, Fort Frances, Ont.	160	2.2	0.5	48	2001/12/31
Entertainment and Hospitality (2 agreements)					
Delta Meadowvale Resort & Conference Centre, hotel and restaurant employees, Mississauga, Ont.	190	3.7	3.5	36	2004/05/05
Québec Linge Industriel, laundry and dry cleaners, Montréal, Que.	170	2.8	4.0	42	2004/11/30

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Published by the Authority of the Minister of Labour, Government of Canada.
©Minister of Public Works and Government Services Canada 2001. All rights reserved. No part of this publication may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, mechanical, photocopying, recording or otherwise without prior written permission of the Minister of Labour.
ISSN 1186-6640 Catalogue No. L12-20-1E

NUMBER

NUMÉRO

micromedia
a division of IHS Canada

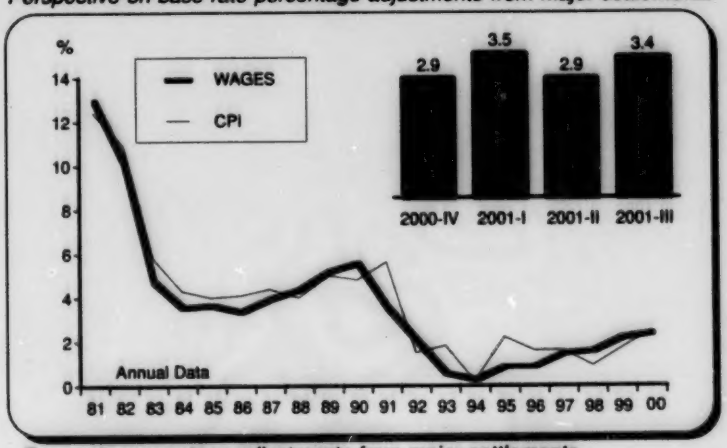
20 Victoria Street
Toronto, Ontario M5C 2N8
Tel.. (416) 362-5211
Toll Free: 1-800-387-2689
Fax: (416) 362-6161
Email: info@micromedia.on.ca

Human Resources Development Canada
Développement des ressources humaines Canada

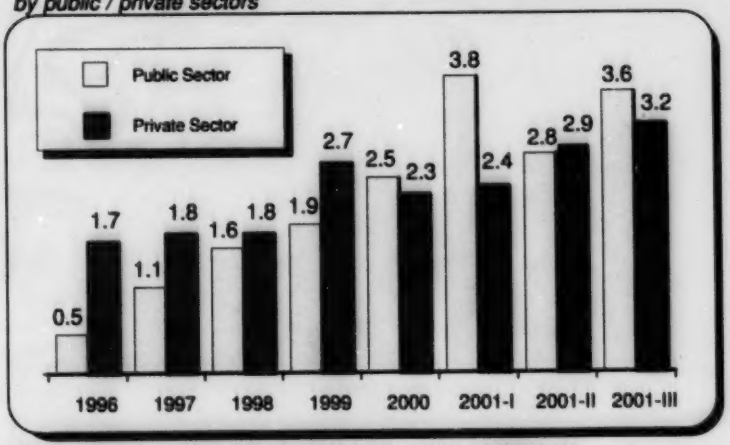
Workplace Information Directorate
1-800-567-6866
or (819) 997-3117

LETIN
2001
Issue 11

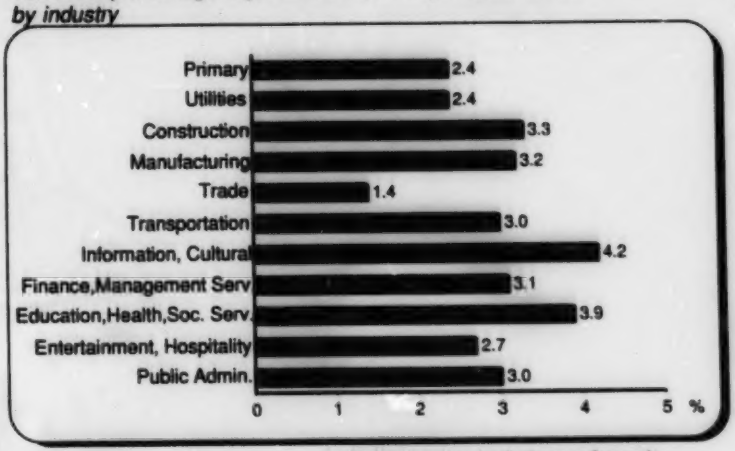
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by industry



Wage Data for Third Quarter 2001

Major collective bargaining settlements reached in the **third quarter of the year 2001** provided base-rate wage increases averaging **3.4 per cent** annually over the contract-term, up from 2.9 per cent in the second quarter but still fractionally lower than the 3.5 per cent figure in the first quarter of 2001.

The results for the third quarter 2001 are based on a review of 86 settlements covering 230,060 employees. When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 1.8 per cent.

Wage adjustments in base rates for the first three quarters of 2001 (January to September) averaged 3.2 per cent.

Several large health sector settlements, including some nursing agreements, had a large impact on this quarter's wage figure. There is also continuing settlement activity in the construction sector.

Public sector increases were slightly higher than those in the private sector. Wage adjustments for 123,930 employees in 54 third-quarter **public-sector** settlements averaged **3.6 per cent,** higher than the previous quarter average of 2.8 per cent yet still slightly lower than the first quarter 2001 average of 3.8 per cent. In the **private sector**, 32 settlements reached in the third quarter provided wage adjustments averaging **3.2 per cent** for 106,130 employees, up slightly from the 2.9 per cent average in the previous quarter and the 2.4 per cent average in the first quarter.

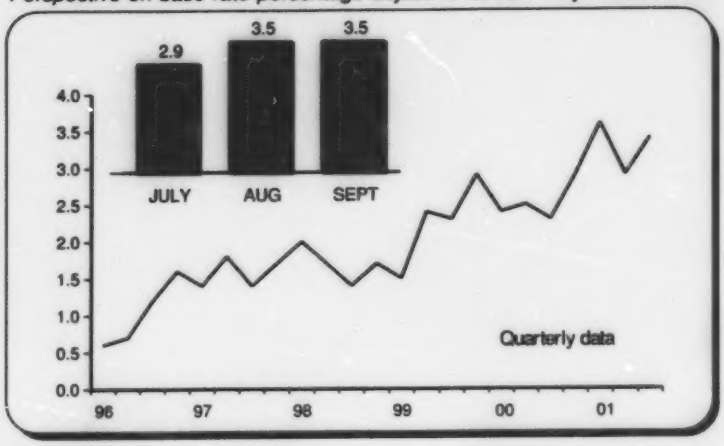
Third-quarter 2001 wage increases by industry are shown in the adjoining chart.

On a regional/jurisdictional basis, third quarter 2001 wage increases in descending order of magnitude were: the Atlantic provinces with wage adjustments averaging 4.4 per cent; the Prairie provinces at 4.1 per cent (Alberta at 5.1 per cent); British Columbia also at 4.1 per cent; Federal jurisdiction at 3.8 per cent; Ontario at 3.0 per cent; Quebec at 2.7 per cent; and a single multiprovince agreement at 2.6 per cent.

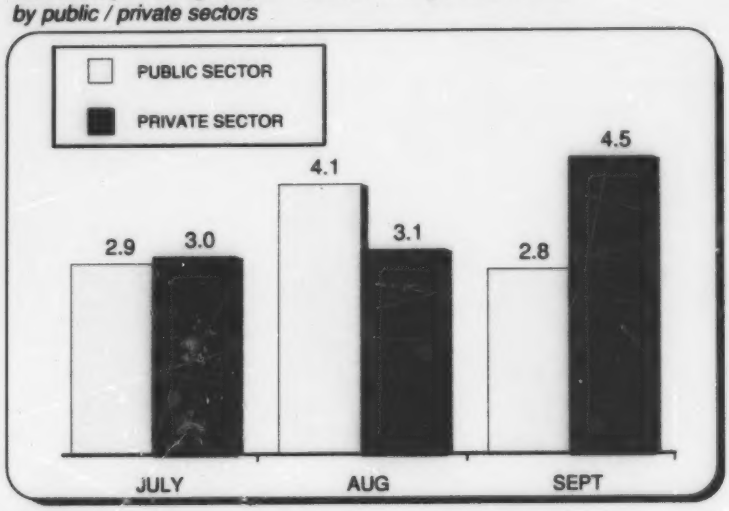
Le Bulletin existe également en français.

Canada

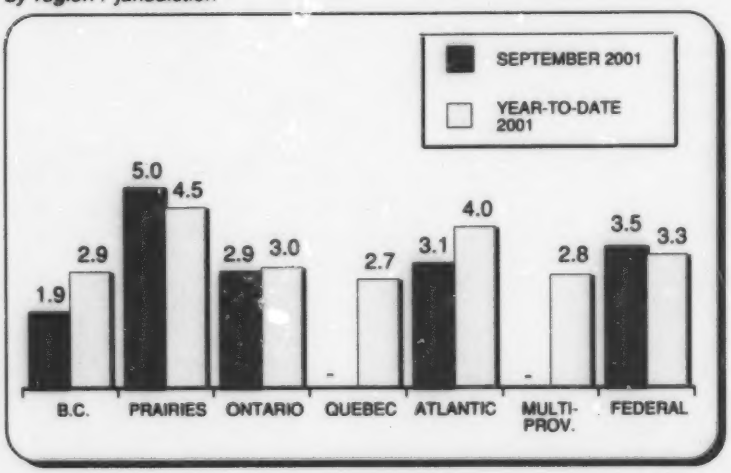
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Wage Data for September 2001

Base rate wage adjustments from major collective bargaining settlements reached in September averaged 3.5 per cent annually over the contract term, the same as in the previous month but up from the 2.9 per cent figure recorded in July.

The results for September 2001 are based on a review of 25 settlements covering 35,880 employees. When the parties to these settlements previously negotiated, contract duration averaged 32 months and the resulting wage adjustments averaged 3.0 per cent, compared to the 3.5 per cent in their current round of settlements and average contract duration of 29 months.

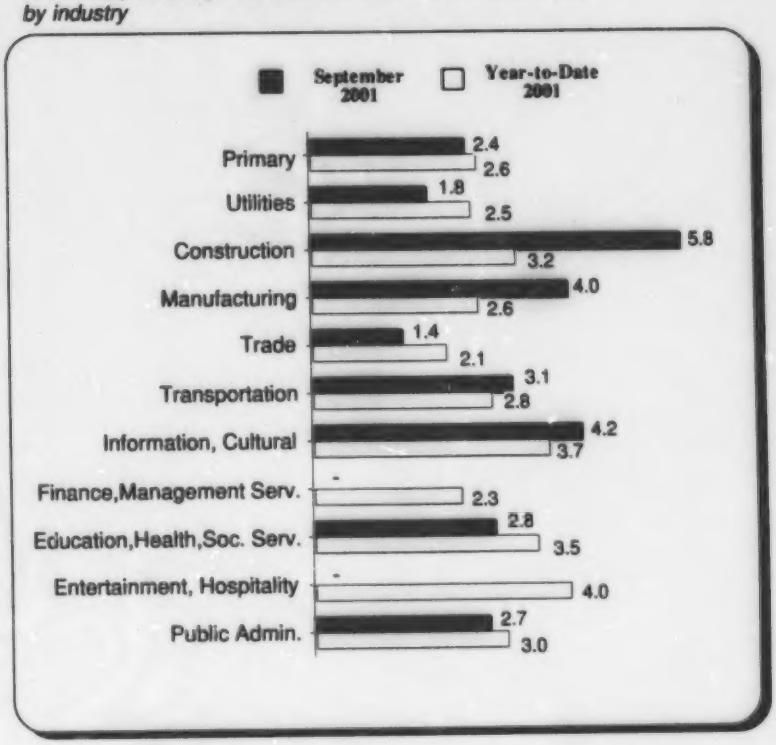
Wage adjustments in September settlements ranged from 0.9 per cent for 1,240 technical and office employees with the Vancouver Board of School Trustees District 39, to a high of 6.7 per cent for 3,500 workers with the Electrical Contractors' Association of Alberta.

Wage gains in September were much higher in the **private sector** (4.5 per cent) than in the **public sector** (2.8 per cent). The overall public sector data in September cover 20,660 employees in 14 agreements and there were 15,220 employees in 11 private sector agreements. In the public sector, a large number of contracts in the Ontario public sector (mostly education sub-sector settlements) provided 12,510 employees with wage increases averaging 2.7 per cent. In the private sector, 6,700 construction employees in Alberta averaged increases of 6.2 per cent.

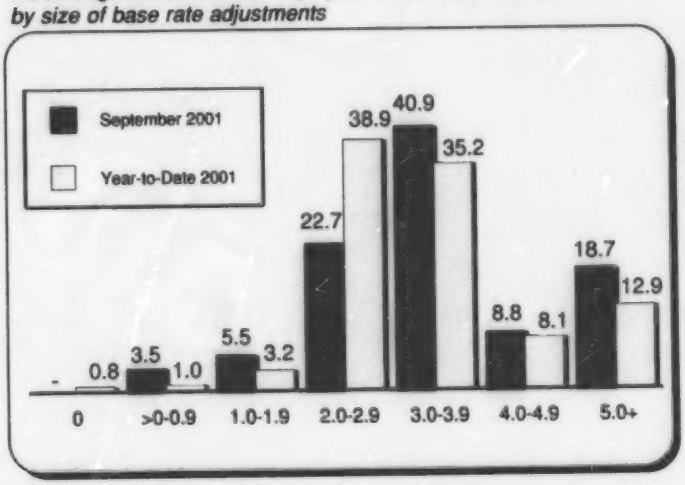
On a regional/jurisdictional basis, wage adjustments in September were largest in the Prairies at 5.0 per cent (Alberta at 5.4 per cent); in the Federal jurisdiction wage increases averaged 3.5 per cent; in the Atlantic provinces wage gains averaged 3.1 per cent (all 3 settlements in P.E.I.); the largest concentration of agreements and employees was in Ontario with wage adjustments averaging 2.9 per cent. There were no settlements in Quebec.

On an industry basis, the largest concentration of employees was in **education, health and social services**; 12 agreements provided 19,010 employees (53% of all employees covered) with wage adjustments averaging **2.8 per cent.** The largest average increase was in **the construction sector** as 3 agreements provided 7,300 employees (20% of all employees) with wage increases averaging **5.8 per cent**. In the **manufacturing sector,** 2 agreements provided 2,820 employees with wage increases averaging **4.0 per cent.** A single agreement in **information and cultural industries** provided 1,120 employees with a wage increase of **4.2 per cent.** All remaining wage adjustments were below the national average of 3.5 per cent. In descending order of magitude they were: **transportation** at **3.1 per cent; public administration** at **2.7 per cent; primary industries** at **2.4 per cent,** the **utilities sector** at **1.8 per cent** and the **trade sector** at **1.4 per cent.** There were no major settlements in the **finance** or **entertainment and hospitality sectors.**

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic provinces	3	3,600
Quebec	-	-
Ontario	11	16,030
Prairie provinces	5	10,610
British Columbia	4	3,220
Multi-province	-	-
Federal	2	2,420

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1998	1999	2000	2000		2001			2001			Year to
				3	4	1	2	3	Jul	Aug	Sept	Date*
All Industries/Jurisdictions												
Average Annual Adjustment	1.7	2.2	2.5	2.3	2.9	3.5	2.9	3.4	2.9	3.5	3.5	3.2
Non-COLA	1.6	2.0	2.5	2.4	2.9	3.8	3.1	3.2	2.9	3.2	3.4	3.3
COLA	2.8	3.5	2.3	1.8	2.1	2.8	2.2	4.4	3.2	4.5	3.9	2.9
First Year Increase	1.4	1.9	2.3	2.4	3.1	4.3	2.9	3.7	3.1	4.0	3.5	3.5
Non-COLA	1.4	1.7	2.3	2.6	3.1	4.5	3.1	3.3	3.0	3.4	3.6	3.5
COLA	2.5	3.4	2.4	1.2	1.6	3.9	2.3	5.5	3.5	5.7	3.4	3.5
Industries												
Primary	1.1	2.2	1.6	-	2.3	2.1	2.9	2.4	-	-	2.4	2.6
Utilities	2.4	1.8	3.2	2.5	2.7	2.8	2.0	2.4	3.0	-	1.8	2.5
Construction	2.4	2.0	3.6	2.7	-	2.5	3.2	3.3	3.1	3.1	5.8	3.2
Manufacturing	1.5	3.5	2.5	2.2	1.5	1.8	2.7	3.2	2.4	2.5	4.0	2.6
Wholesale and Retail Trade	1.8	1.3	1.7	1.5	1.7	2.9	2.0	1.4	-	-	1.4	2.1
Transportation	2.1	2.8	2.4	2.8	2.4	2.7	2.9	3.0	4.0	2.7	3.1	2.8
Information and Cultural Industries	1.1	2.5	2.9	-	3.2	3.7	3.1	4.2	-	-	4.2	3.7
Finance, Management Services	0.8	2.8	1.8	1.6	-	2.9	2.0	3.1	3.1	-	-	2.3
Education, Health, Social Services	1.4	1.8	2.6	2.8	3.3	4.3	2.8	3.9	2.5	4.4	2.8	3.5
Entertainment,Hospitality Industry	3.4	2.6	3.0	2.4	3.8	3.0	4.3	2.7	-	2.7	-	4.0
Public Administration	1.8	2.2	2.3	2.6	2.5	3.1	3.0	3.0	3.0	3.1	2.7	3.0
Jurisdictions												
Newfoundland	1.3	1.6	3.6	-	6.3	-	5.0	5.0	5.0	-	-	5.0
Prince Edward Island	2.1	2.7	2.2	-	-	2.5	-	3.1	-	-	3.1	3.1
Nova Scotia	2.9	2.1	2.2	-	-	2.0	2.5	4.5	2.3	4.7	-	3.7
New Brunswick	1.5	2.4	2.8	2.7	3.3	4.0	2.0	-	-	-	-	3.3
Quebec	1.1	1.6	2.3	2.8	2.5	3.9	2.3	2.7	1.8	2.9	-	2.7
Ontario	1.6	2.2	2.5	2.2	2.9	2.9	3.0	3.0	3.1	3.1	2.9	3.0
Manitoba	1.4	2.5	2.6	2.4	3.3	1.8	2.4	2.6	4.5	-	1.8	2.2
Saskatchewan	1.8	2.0	3.5	-	3.6	3.0	3.0	2.8	3.0	2.7	-	2.8
Alberta	3.0	4.0	4.4	3.0	3.4	5.8	4.6	5.1	3.8	5.5	5.4	5.3
British Columbia	0.8	0.8	1.6	1.9	2.2	2.9	2.1	4.1	2.3	4.4	1.9	2.9
Multi-Province	1.5	2.2	2.7	2.7	3.2	3.2	2.8	2.6	2.6	-	-	2.8
Federal Jurisdiction	2.1	2.8	2.2	3.2	2.3	3.3	3.2	3.8	4.0	4.0	3.5	3.3
Public Sector	1.6	1.9	2.5	2.6	3.0	3.8	2.8	3.6	2.9	4.1	2.8	3.3
Private Sector	1.8	2.7	2.3	1.9	2.2	2.4	2.9	3.2	3.0	3.1	4.5	3.0
Consumer Price Index	0.9	1.7	2.7	2.7	3.1	3.0	3.6	2.7	2.6	2.8	2.6	3.2

*January to September data

Data for the current month are preliminary.

MAJOR SETTLEMENTS REACHED IN SEPTEMBER 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Primary Industries (1 agreement)	**670**	**2.4**	**2.0**	**60**	
Fording Coal Limited, mine employees, Fording River, B.C.	670	2.4	2.0	60	2006/04/30
Utilities (1 agreement)	**660**	**1.8**	**0.0**	**24**	
B.C. Gas Utility Ltd., office and clerical employees, province-wide, B.C.	660	1.8	0.0	24	2002/03/31
Construction (3 agreements)	**7,300**	**5.8**	**6.0**	**25**	
Alberta Construction Labour Relations Association, labourers, province-wide, Alta.	3,200	5.6	6.2	24	2003/04/30
Construction Labour Relations Association of Manitoba, electricians, province-wide, Man.	600	1.2	-0.4	36	2004/04/30
Electrical Contractors Association of Alberta, electricians, province-wide, Alta.	3,500	6.7	6.9	24	2003/04/30
Manufacturing (2 agreements)	**2,820**	**4.0**	**3.7**	**46**	
CAMI Automotive Inc., plant and maintenance employees, Ingersoll, Ont.	2,040	4.4 *	3.8	36	2004/09/19
Cargill Foods, division of Cargill Foods Limited, production, Etobicoke, Ont.	780	2.8	3.6	72	2007/09/23
Wholesale and Retail Trade (1 agreement)	**700**	**1.4**	**1.3**	**48**	
Great Atlantic and Pacific Company of Canada Limited, retail employees, Northern, Ont.	700	1.4	1.3	48	2005/07/07
Transportation (2 agreements)	**1,950**	**3.1**	**4.8**	**38.7**	
CANPAR Transport Ltd., truck drivers, System-Wide	1,300	3.0	3.0	36	2004/10/31
Globeground North America, Vancouver Airport, hourly rated employees, Vancouver Int'l. Airport, B.C.	650	3.3	8.3	44	2004/08/31
Information and Culture (1 agreement)	**1,120**	**4.2**	**4.2**	**12**	
Telus Communications (Québec) Inc., tradesmen, province-wide, Que.	1,120	4.2	4.2	12	2001/12/31
Education, Health and Social Services (12 agreements)	**19,010**	**2.8**	**2.8**	**25.1**	
Board of School Trustees of School District No. 39, office and clerical employees, Vancouver, B.C.	1,240	0.9	2.0	30	2003/06/30
Calgary Roman Catholic Separate School District No. 1, elementary and secondary teachers, Calgary, Alta.	2,640	3.4	3.4	12	2001/08/31
Durham Catholic District School Board, elementary teachers, Oshawa, Ont.	1,030	2.3	2.0	24	2002/08/31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

continued on next page

MAJOR SETTLEMENTS REACHED IN SEPTEMBER 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Government of Prince Edward Island, elementary and secondary teachers, province-wide, P.E.I.	1,500	3.2	3.3	36	2004/06/30
Hamilton-Wentworth Catholic District School Board, secondary teachers, Hamilton, Ont.	670	2.8	3.0	24	2003/08/31
Health & Community Services Agency & Regional Health Authorities, non-medical employees, province-wide, P.E.I.	800	3.1	3.0	36	2004/03/31
Lambton-Kent District School Board, elementary teachers, Sarnia, Ont.	900	2.1	2.4	36	2004/08/31
Ont. Council of Regents for Colleges of Applied Arts & Technology, academic staff, province-wide, Ont.	6,500	3.0	3.0	24	2003/08/31
Regional Health Authorities of Prince Edward Island, health and social care professionals, province-wide, P.E.I.	1,300	3.0	2.5	36	2003/03/31
Toronto Catholic District School Board, educational services, Toronto, Ont.	780	2.0	2.0	12	2001/08/31
Toronto District School Board, professional employees, Toronto, Ont.	500	2.5	1.9	24	2002/08/31
York University, professors, Toronto, Ont.	1,150	2.3	2.0	24	2003/04/30
Public Administration (2 agreements)	**1,850**	**2.7**	**2.5**	**43.1**	
City of Winnipeg, administrative services employees, Winnipeg, Man.	670	2.4 *	2.3	36	2003/10/11
Ottawa Police Services Board, police officers, Ottawa, Ont.	980	2.9	2.6	48	2003/12/31
Agreements with COLA (2 agreements)	**2,710**	**3.9 ***	**3.4**	**36**	
Agreements without COLA (23 agreements)	**33,170**	**3.4**	**3.6**	**28.4**	
All Agreements (25 agreements)	**35,980**	**3.5**	**3.5**	**28.9**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	15,100	B/CO/TENT	Mar.00/Jan.01
•Canada Customs and Revenue Agency	PSAC and PIPS	45,080	MED/B	Oct.00/June01
•Canadian Food Inspection Agency	PIPS	1,130	CO	Sep.00
•Government of Newfoundland	nurses	5,000	B	June 01
•Government of Newfoundland	teachers	8,000	CO	August 01
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	ARB	Mar. 00
•Government of Nova Scotia	N.S. Teachers' Union	10,600	B	Dec. 01
•Government of New Brunswick	CUPE (education)	2,500	B	Mar. 01
•Bombardier (QC)	IAM	8,000	B	Nov. 01
•Boeing (Toronto)	CAW	1,370	B	Oct. 01
•City of Toronto	CUPE/Police/Firefighters	28,720	B/ARB	various
•Ontario Hospitals	Nurses	40,000	B	Mar. 01
•Government of Alberta	AUPE	17,540	TENT	Aug. 01
•TELUS	TWU	16,710	B	Dec. 00
•B.C. Public School Employees Assn.	B.C. Teachers' Federation	45,000	B	Mar. 01
•Air Canada	CUPE	4,500	B	Oct. 01
•Canada Post	PSAC/Postmasters	10,260	CO/B	Oct/Dec 01
•CN Rail	various unions	5,230	CO	June 01
•VIA	BLE	500	MED	Dec. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	TENT	Aug. 00

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The Wage Settlements Bulletin and the Workplace Gazette report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or E-mail: *wid-imt@hrdc-drhc.gc.ca*

Wage Data for the Third Quarter 2001
For Small, Medium and Large Size Bargaining Units

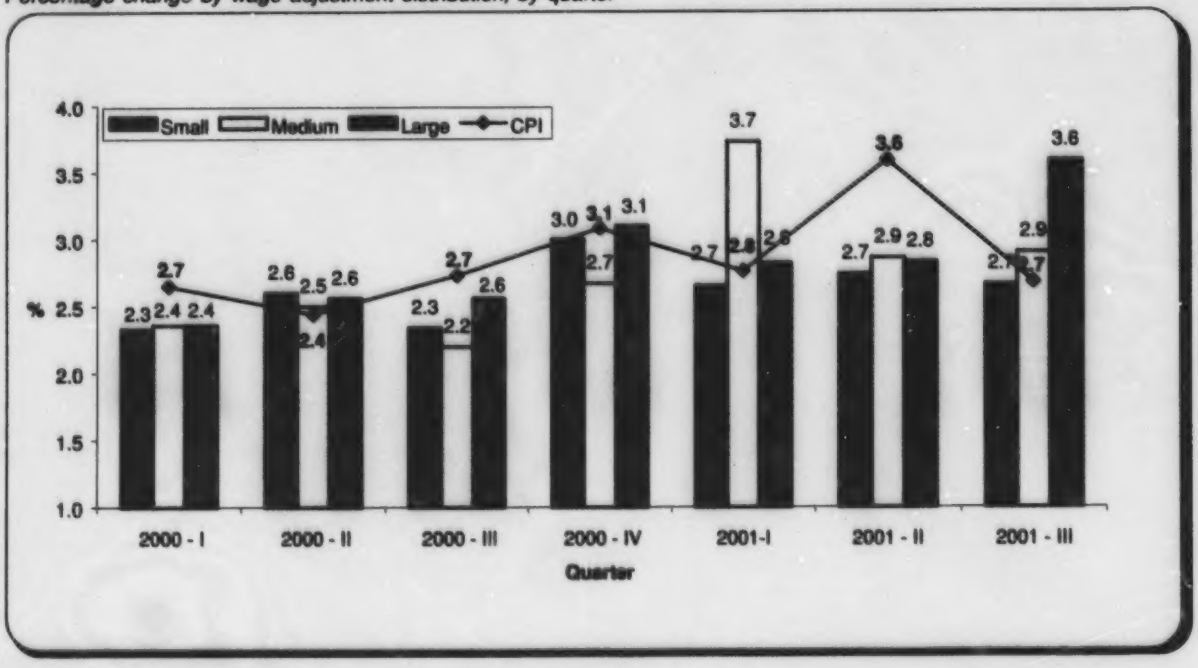
Small bargaining units were introduced in the year 2000 in response to client consultations requesting such information and to reflect the distribution of smaller workplaces in the Canadian industrial composition. The small bargaining units represent a sample by industrial sector across Canada, while the large and medium bargaining units represent all bargaining units across Canada.

In the **third quarter** of the year 2001, there were 121 collective bargaining settlements reached. This total represents 35 settlements in small bargaining units, 61 in medium bargaining units, and 25 in large bargaining units. During this period, overall base-rate wage increases averaged 3.3 per cent.

Small bargaining units received an average increase of 2.7 per cent; the same as the first and second quarter of 2001. Close to half of the employees (45.4 per cent) and 40.0 per cent of agreements were in the 2.0 to 2.9 per cent base-rate wage adjustment category. Another 28.2 per cent of employees and 25.7 per cent of agreements were in the 3.0 to 3.9 per cent range.

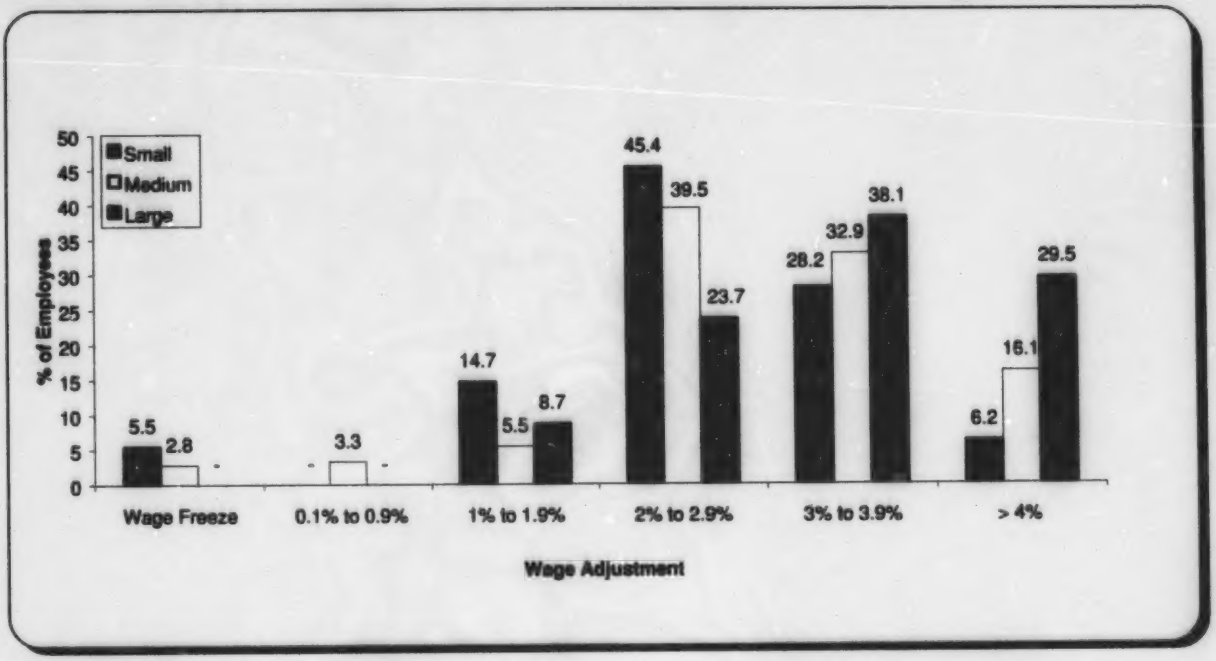
Medium size bargaining units reported an average wage increase of 2.9 per cent. This increase is the same as reported for the second quarter of 2001, much lower than the 3.7 per cent reported in the first quarter, but slightly higher than the 2.7 per cent reported for small bargaining units. Close to three quarters of employees (72.4 per cent) received wage adjustments in the 2.0 to 3.9 per cent range. While the average increase remains the same, the distribution of employees was less dispersed in this quarter.

Percentage change by wage adjustment distribution, by quarter

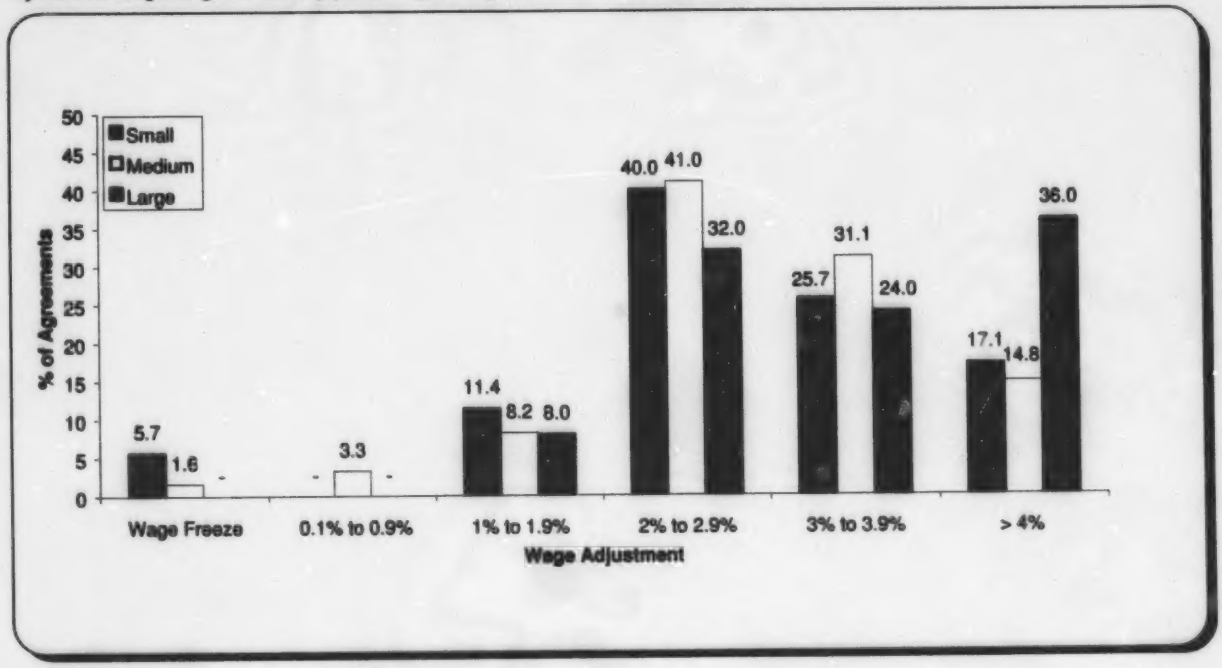


Large size bargaining units received an average wage increase of 3.6 per cent, recording the highest increase of the six previous quarters. Unlike the medium and small size bargaining units, the majority of employees were found in the upper wage adjustment categories. The 3.0 to 3.9 per cent category had 38.1 and 24.0 per cent of employees and agreements respectively, while the 4.0 per cent and greater adjustment category represents 29.5 per cent of employees and 36.0 per cent of agreements. This is explained in large part by Public sector wage adjustments averaging 3.6 per cent, and Federal jurisdiction settlements averaging 3.8 per cent.

Wage adjustment distribution,
by size of bargaining unit and by percentage of employees, third quarter 2001



Wage adjustment distribution,
by size of bargaining unit and by percentage of agreements, third quarter 2001



SETTLEMENTS FROM SMALL BARGAINING UNITS, REACHED IN SEPTEMBER 2001

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Primary Industries (1 agreement)					
JM Asbestos inc., mine employees, Asbestos, Que.	300	0.0	0.0	12	2002/01/31
Manufacturing (4 agreements)					
DIFCO, tissues de performance inc. (Usine de tissage Magog), production, Magog, Que.	360	2.4	2.5	36	2003/12/31
Petro-Canada, plant and maintenance employees, Oakville, Ont.	140	3.2	3.5	36	2004/01/31
Phillips & Temro Industries Ltd., plant and maintenance employees, Winnipeg, Man.	230	2.7	2.5	36	2004/11/30
Technologies Industrielles SNC Inc., production, Le Gardeur, Que.	400	2.7	3.7	36	2004/05/31
Transportation (2 agreements)					
Canadian Pacific Railway & St. Lawrence & Hudson Railway, signalmen, System-Wide	400	2.2	2.0	48	2004/12/31
Laidlaw Transit Ltd., Welland Division, bus drivers, Welland, Ont.	180	1.3	2.5	24	2003/08/31
Public Administration (2 agreements)					
Brantford Police Services Board, police officers, Brantford, Ont.	130	3.1	3.0	24	2002/12/31
House of Commons of Canada, operating employees, Ottawa, Ont.	250	2.7	2.5	36	2003/04/20

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Published by the Authority of the Minister of Labour, Government of Canada.
©Minister of Public Works and Government Services Canada 2001. All rights reserved. No part of this publication may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, mechanical, photocopying, recording or otherwise without prior written permission of the Minister of Labour.
ISSN 1186-6640 Catalogue No. L12-20-1E

NUMBER

NUMÉRO

micromedia
a division of IHS Canada

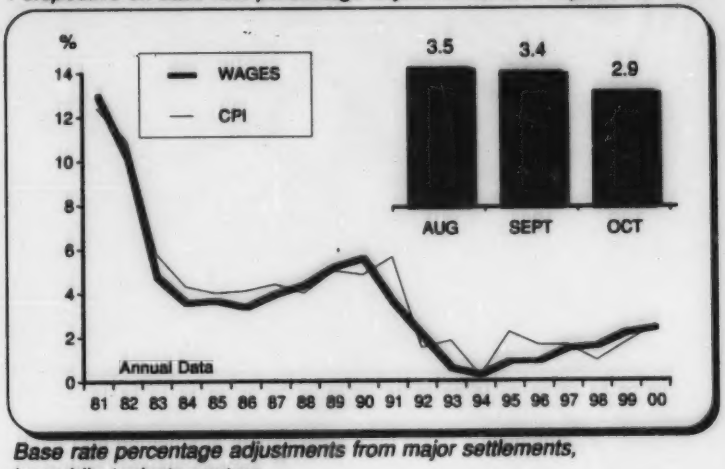
20 Victoria Street
Toronto, Ontario M5C 2N8
Tel.: (416) 362-5211
Toll Free: 1-800-387-2689
Fax: (416) 362-6161
Email: info@micromedia.on.ca

Human Resources Development Canada
Développement des ressources humaines Canada

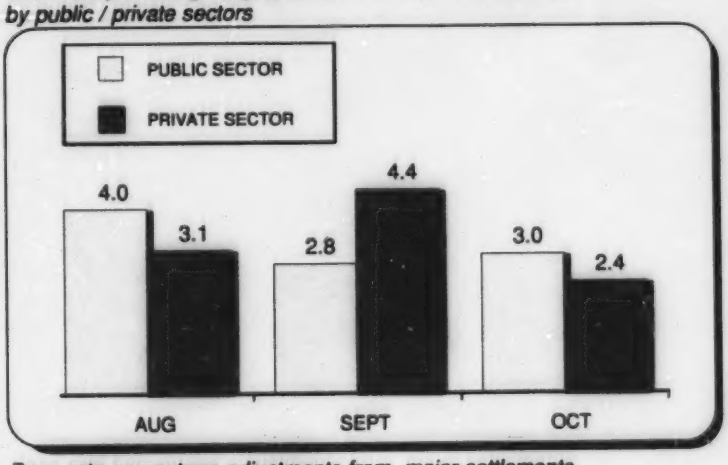
Workplace Information Directorate
1 800 567-6866
or (819) 997-1117

BULLETIN
[illegible] 2001
Volume 10, Issue 12

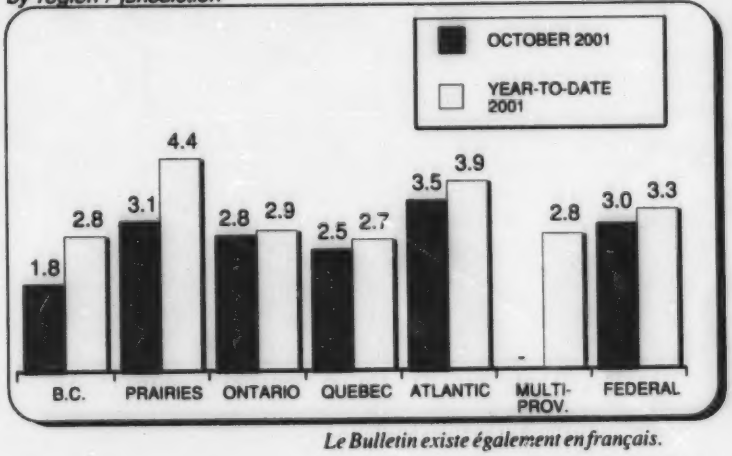
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for October 2001

Major collective bargaining settlements reached in October **2001** provided base-rate wage increases averaging **2.9 per cent** annually over the contract-term, down from 3.4 per cent in September but still slightly larger than last year's 2.5 per cent average. Wage adjustments in base rates for the first ten months of 2001 (January to October) averaged 3.2 per cent.

The results for October 2001 are based on a review of only 17 settlements covering 57,500 employees. When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 1.6 per cent.

Wage adjustments in October settlements ranged from 1.4 per cent for 1,400 employees with Rentokil Initial Canada Ltd., to a high of 4.7 per cent for 530 administration employees with the Northern Alberta Institute of Technology. Approximately 93% of all employees received increases in the 2.0 to 3.9 per cent range. Two health sector settlements had a large impact on this month's wage figure; the Ontario Hospital Association provided 25,000 non-medical employees with wage increases averaging 2.8 per cent and Saskatchewan Association of Health Organizations provided 12,000 employees with wage gains averaging 3.0 per cent.

Public sector increases were slightly higher than those in the private sector. In October, wage adjustments for 48,080 employees in 8 **public-sector** settlements averaged **3.0 per cent,** slightly higher than the previous monthly average of 2.8 per cent and last year's overall average of 2.5per cent. Approximately 84% of all employees covered in October settlements were in the public sector.

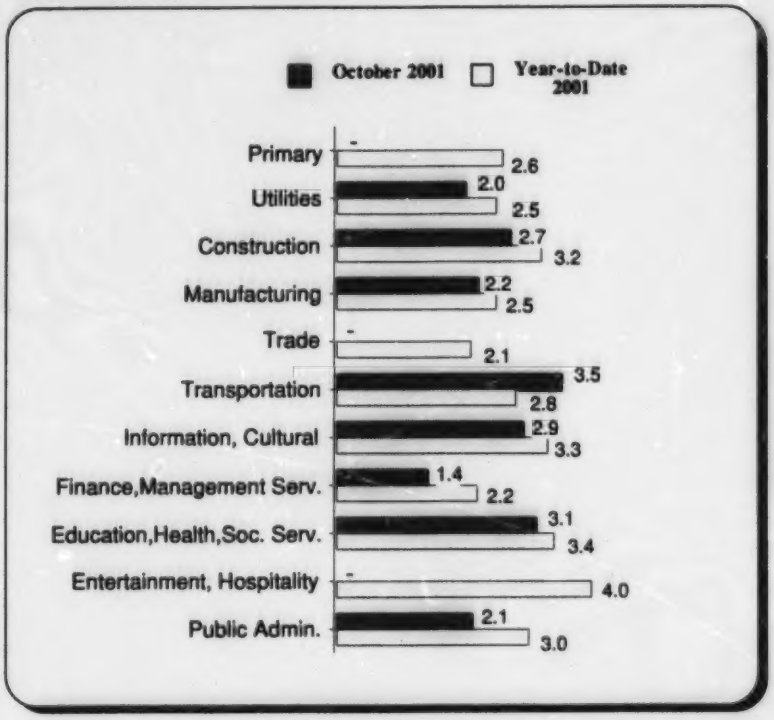
In the **private sector**, 9 settlements reached in October provided wage adjustments averaging **2.4 per cent** for 9,420 employees; this wage figure is much lower than the 4.4 per cent average in the previous month but only fractionally higher than the 2.3 per cent average recorded last year.

On a regional/jurisdictional basis, the largest average wage increase was in Alberta (4.6 per cent) and the smallest was in British Columbia (1.8 per cent). Other October 2001 wage increases in descending order of magnitude were: the Atlantic

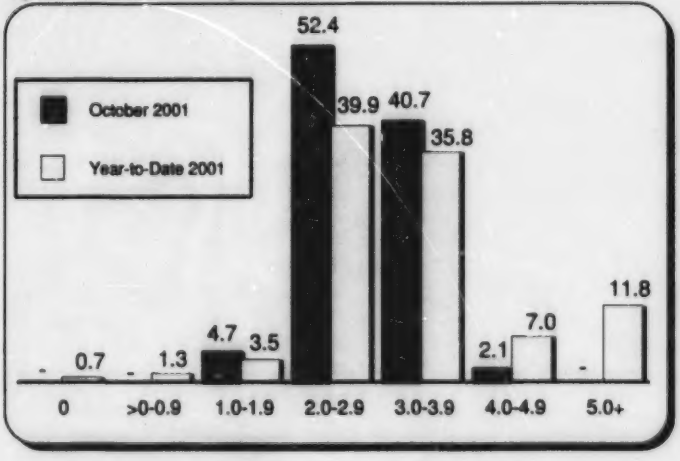
provinces with wage adjustments averaging 3.5 per cent; the Prairie provinces at 3.1 per cent (Alberta at 4.6 per cent); Federal jurisdiction at 3.0 per cent; Ontario at 2.8 per cent; Quebec at 2.5 per cent.

On an industry basis, the largest concentration of employees was in **education, health and social services**; 6 agreements provided 46,510 employees (81% of all employees covered) with wage adjustments averaging **3.1 per cent** (the second largest industry sector increase). The largest average increase was in the **transportation sector** with a single agreement providing 670 employees with a wage increase of **3.5 per cent** (Via Rail shopcraft employees). In the **information and cultural industries sector,** 2 agreements provided 2,630 employees with wage increases averaging **2.9 per cent.** All remaining wage adjustments were below the national average of 2.9 per cent. In descending order of magnitude they were: **construction** at **2.7 per cent**; **manufacturing sector** at **2.2 per cent; public administration** at **2.1 per cent;** the **utilities sector** at **2.0 per cent** and the **finance sector** at **1.4 per cent.** There were no major settlements in **primary industries, trade** or **entertainment and hospitality sectors.**

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic provinces	3	9,650
Quebec	1	510
Ontario	3	27,250
Prairie provinces	4	13,910
British Columbia	3	2,880
Multi-province	-	-
Federal	3	3,300

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1998	1999	2000	2000		2001			Year to	2001		
				3	4	1	2	3	date*	Aug	Sep	Oct
All Industries/Jurisdictions												
Average Annual Adjustment	1.7	2.2	2.5	2.3	2.9	3.5	2.9	3.4	3.2	3.5	3.4	2.9
Non-COLA	1.6	2.0	2.5	2.4	2.9	3.7	3.1	3.2	3.2	3.2	3.4	3.0
COLA	2.8	3.5	2.3	1.8	2.1	2.8	2.2	4.4	2.9	4.5	3.6	2.2
First Year Adjustment	1.4	1.9	2.3	2.4	3.1	4.2	2.9	3.7	3.4	3.9	3.5	2.8
Non-COLA	1.4	1.7	2.3	2.5	3.1	4.3	3.1	3.3	3.4	3.4	3.5	2.8
COLA	2.5	3.4	2.4	1.2	1.6	3.9	2.3	5.4	3.5	5.7	3.6	2.5
Industries												
Primary	1.1	2.2	1.6	-	2.3	2.1	2.9	2.4	2.6	-	2.4	-
Utilities	2.4	1.8	3.2	2.5	2.7	2.8	2.0	2.4	2.5	-	1.8	2.0
Construction	2.4	2.0	3.6	2.7	-	2.5	3.2	3.3	3.2	3.1	5.8	2.7
Manufacturing	1.5	3.5	2.5	2.2	1.5	1.8	2.7	3.1	2.5	2.5	3.9	2.2
Wholesale and Retail Trade	1.8	1.3	1.7	1.5	1.7	2.9	2.0	1.4	2.1	-	1.4	-
Transportation	2.1	2.8	2.4	2.8	2.4	2.7	2.9	3.0	2.8	2.7	3.1	3.5
Information and Cultural Industries	1.1	2.5	2.9	-	3.2	3.7	3.1	3.1	3.3	-	3.1	2.9
Finance, Management Services	0.8	2.8	1.8	1.6	-	2.9	2.0	3.1	2.2	-	-	1.4
Education, Health, Social Services	1.4	1.8	2.6	2.7	3.3	4.1	2.8	3.9	3.4	4.4	2.8	3.1
Entertainment,Hospitality Industry	3.4	2.6	3.0	2.4	3.8	3.0	4.3	2.7	4.0	2.7	-	-
Public Administration	1.8	2.2	2.3	2.6	2.5	3.1	3.0	3.0	3.0	3.1	2.7	2.1
Jurisdictions												
Newfoundland	1.3	1.6	3.6	-	6.3	-	5.0	5.0	5.0	-	-	-
Prince Edward Island	2.1	2.7	2.2	-	-	2.5	-	3.1	3.1	-	3.1	-
Nova Scotia	2.9	2.1	2.2	-	-	2.0	2.5	4.5	3.7	4.7	-	2.4
New Brunswick	1.5	2.4	2.8	2.7	3.3	4.0	2.0	3.3	3.5	3.3	-	3.6
Quebec	1.1	1.6	2.3	2.8	2.5	3.9	2.3	2.7	2.7	2.9	-	2.5
Ontario	1.6	2.2	2.5	2.2	2.9	2.9	3.0	3.0	2.9	3.1	2.8	2.8
Manitoba	1.4	2.5	2.6	2.4	3.3	1.8	2.4	2.6	2.2	-	1.8	2.4
Saskatchewan	1.8	2.0	3.5	-	3.6	3.0	3.0	2.8	2.9	2.7	-	3.0
Alberta	3.0	4.0	4.4	3.0	3.4	5.9	4.6	5.1	5.4	5.5	5.4	4.6
British Columbia	0.7	0.8	1.6	1.9	2.1	2.7	2.0	4.1	2.8	4.4	2.0	1.8
Multi-Province	1.5	2.2	2.7	2.7	3.2	3.2	2.8	2.6	2.8	-	-	-
Federal Jurisdiction	2.1	2.8	2.2	3.2	2.3	3.3	3.2	3.6	3.3	4.0	3.1	3.0
Public Sector	1.6	2.0	2.5	2.6	3.0	3.7	2.8	3.6	3.3	4.0	2.8	3.0
Private Sector	1.8	2.7	2.3	1.9	2.2	2.4	2.9	3.2	3.0	3.1	4.4	2.4
Consumer Price Index	0.9	1.7	2.7	2.7	3.1	3.0	3.6	2.7	3.2	2.8	2.6	1.9

*January to October data

Data for the current month are preliminary.

MAJOR SETTLEMENTS REACHED IN OCTOBER 2001

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Utilities (1 agreement)	**650**	**2.0**	**0.0**	**60**	
B.C. Gas Utility Ltd., utility workers, province-wide, B.C.	650	2.0	0.0	60	2006/03/31
Construction (2 agreements)	**2,050**	**2.7**	**3.0**	**38.9**	
Construction Management Bureau Limited, electricians, Mainland, N.S.	850	2.4 *	3.1	60	2006/04/30
Mechanical Contractors Association of N.B. Inc., plumbers and pipefitters, province-wide, N.B.	1,200	3.0	3.0	24	2003/06/30
Manufacturing (3 agreements)	**2,680**	**2.2**	**1.8**	**51.8**	
Christie Brown and Co. (Division of Nabisco Ltd.), production, Montréal, Que.	510	2.5	2.0	48	2005/04/30
Teck Cominco Metals Ltd, plant and maintenance employees, Trail, B.C.	1,330	1.5	1.0	48	2005/05/31
Textron Automotive Company, plant and maintenance employees, Port Hope, Ont.	850	3.0	3.0	60	2006/12/31
Transportation (1 agreement)	**670**	**3.5**	**3.6**	**36**	
Via Rail Canada Inc., shopcraft employees, system-wide	670	3.5	3.6	36	2003/12/31
Information and Culture (2 agreements)	**2,630**	**2.9**	**3.0**	**37.2**	
MTS Communications Inc., MTS, MTS Advanced Inc., telephone operators, province-wide, Man.	1,530	2.8	3.0	38	2004/12/19
MTS Communications Inc., managers, province-wide, Man.	1,100	3.0	3.0	36	2004/02/18
Finance, Real Estate, Management Services (1 agreement)	**1,400**	**1.4**	**0.6**	**36**	
Rentokil Initial Canada Limited, security guards, province-wide, Ont.	1,400	1.4	0.6	36	2004/06/30
Education, Health and Social Services (6 agreements)	**46,510**	**3.1**	**2.9**	**37**	
Government of New Brunswick, elementary and secondary teachers, province-wide, N.B.	7,600	3.7	4.3	42	2004/02/28
Northern Alberta Institute of Technology, administrative services employees, Edmonton, Alta.	530	4.7	5.0	36	2004/07/17
Ontario Hospital Association, non-medical employees, province-wide, Ont.	25,000	2.8	2.5	36	2004/09/28
Saskatchewan Association of Health Organizations, non-medical employees, province-wide, Sask.	12,000	3.0	3.0	36	2004/03/31
Southern Alberta Institute of Technology, office and clerical employees, Calgary, Alta.	680	4.5	5.0	24	2003/06/30
University of Manitoba, instructors/tutors/lecturers, Winnipeg, Man.	700	2.4	0.0	48	2004/08/31
Public Administration (1 agreement)	**900**	**2.1**	**2.0**	**48**	
Capital Regional District, office and clerical employees, Victoria, B.C.	900	2.1 *	2.0	48	2004/12/31
Agreements with COLA (2 agreements)	**1,750**	**2.2 ***	**2.5**	**53.8**	
Agreements without COLA (15 agreements)	**55,750**	**3.0**	**2.8**	**37.7**	
All Agreements (17 agreements)	**57,500**	**2.9**	**2.8**	**38.2**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	14,570	B/CO/TENT	Mar.00/Jan.01
•Canada Customs and Revenue Agency	PSAC and PIPS	45,080	MED/B	Oct.00/June01
•Canadian Food Inspection Agency	PIPS	1,130	CO	Sep.00
•Govt of Newfoundland and Labrador	nurses	5,000	B	June 01
•Govt of Newfoundland and Labrador	teachers	8,000	CO	August 01
•Government of Nova Scotia	N.S. Govt. Empls. Union	5,700	ARB	Mar. 00
•Government of Nova Scotia	N.S. Teachers' Union	10,600	B	Dec. 01
•Government of New Brunswick	CUPE (education)	2,500	CO	Mar. 01
•Bombardier (QC)	IAM	8,000	B	Nov. 01
•Government of Ontario	AMAPCEO/OPSEU	52,800	B	Mar./Dec. 01
•City of Toronto	CUPE/Police/Firefighters	28,720	B/ARB	various
•Ontario Hospitals	Nurses	40,000	B	Mar. 01
•TELUS	TWU	16,710	B	Dec. 00
•B.C. Public School Employers Assn.	B.C. Teachers' Federation	45,000	MED	Mar. 01
•Air Canada	CUPE	4,500	B	Oct. 01
•Canada Post	PSAC/Postmasters	13,150	CO/B	Oct/Dec 01
•CN Rail	various unions	5,230	CO	June 01
•VIA	BLE	500	MED	Dec. 00
•Council of Marine Carriers (2 agts.)	Merchant Service Guild & Longshoremen	1,150	TENT	Aug. 00

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining		

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's The Consumer Price Index (Cat. 62-001-XPB).

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The Wage Settlements Bulletin and the Workplace Gazette report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes.

For more information contact:
Client Services at *1-800-567-6866*
or in the Ottawa-Hull region *(819) 997-3117*
or E-mail: *wid-imt@hrdc-drhc.gc.ca*

Wage Data for the Third Quarter 2001
For Small, Medium and Large Size Bargaining Units
(by Public & Private and by Industrial Sectors)

Small bargaining units were introduced in the year 2000 in response to client consultations requesting such information and to reflect the distribution of smaller workplaces in the Canadian industrial composition. The small bargaining units represent a sample by industrial sector across Canada, while the large and medium bargaining units represent all bargaining units across Canada.

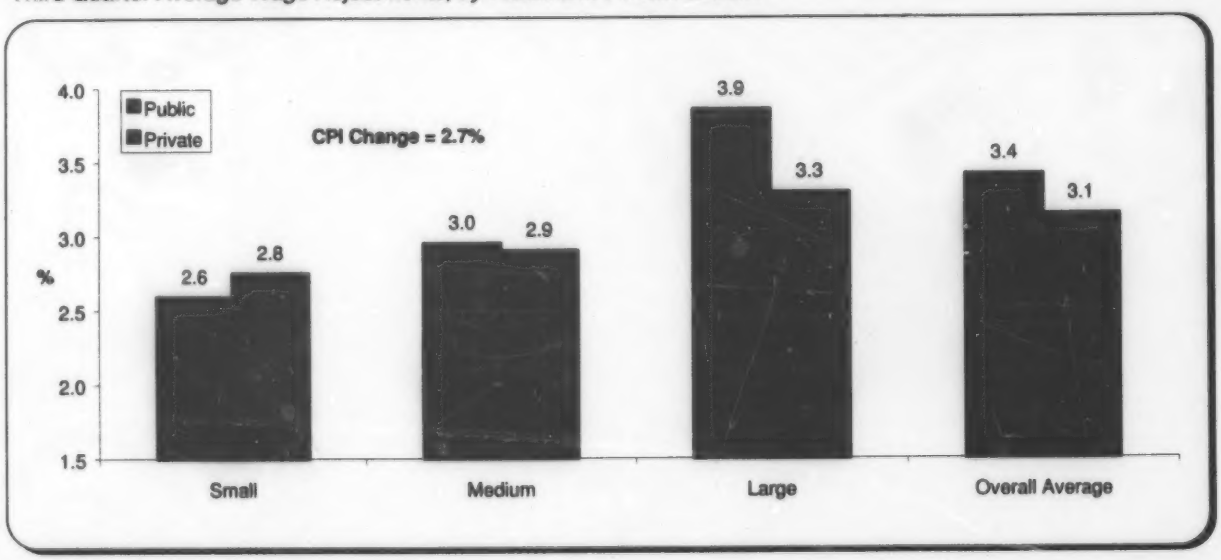
Among the 121 collective bargaining settlements reached in the **third quarter** of the year 2001, 35 settlements were in small bargaining units, 61 were in medium bargaining units, and 25 were in large bargaining units. During this period, the overall base-rate wage adjustment averaged 3.3 per cent.

Small bargaining units received the smallest average wage increase at 2.7 per cent. Public sector settlements provided an average increase of 2.6 per cent compared to the private sector with 2.8 per cent. Close to half of all employees, 44.7 and 45.3 per cent of the public and the private sector respectively, received wage adjustment between 2.0 to 2.9 per cent. On an industry basis, the Construction sector had the largest average increase (6.4 per cent) while the lowest average increase was in the Primary sector (1.0 per cent).

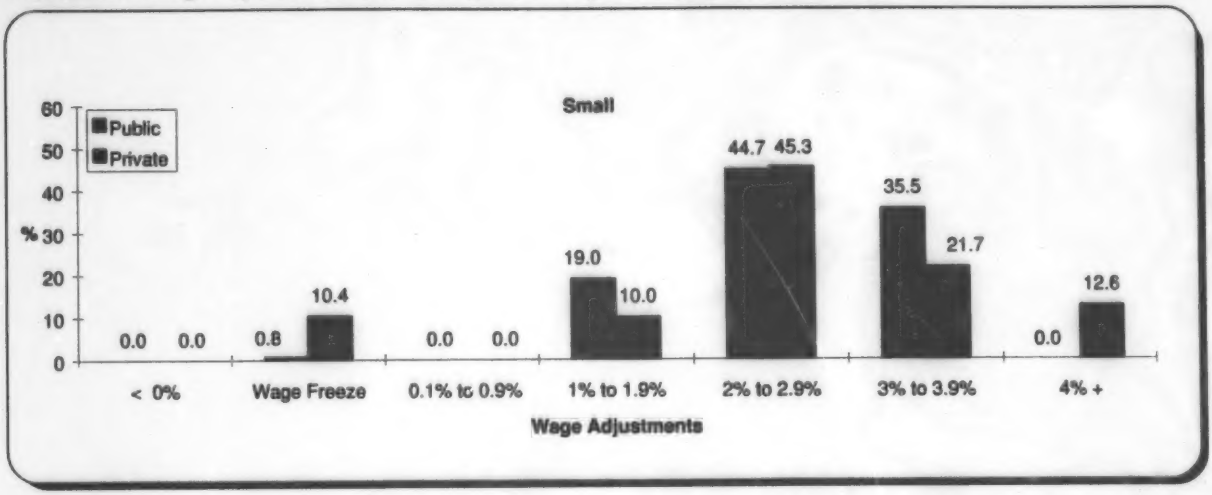
Medium size bargaining units reported an average wage increase of 2.9 per cent. Public sector settlements resulted in an increase of 3.0 per cent, very close to the figure for the private sector at 2.9 per cent. A large proportion of employees from the public and private sectors (42.7 and 40.2 per cent) received wage adjustments between 2.0 and 2.9 per cent. On an industry basis, the Transportation sector reported the largest increase at 3.2 per cent and the Wholesale and Retail Trade sector reported the smallest increase at 1.4 per cent.

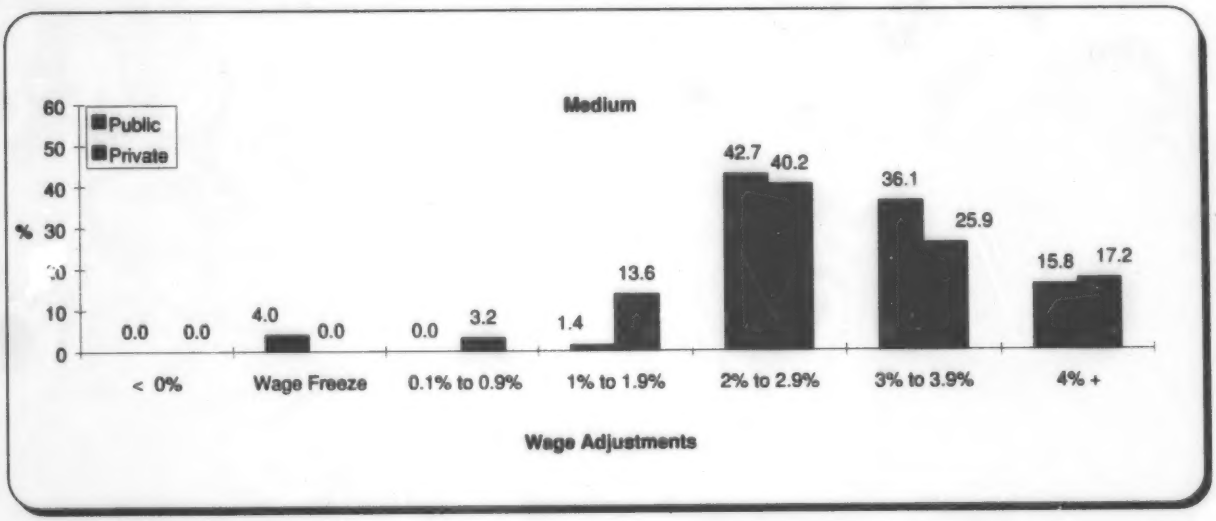
Large size bargaining units' wage increase averaged 3.6 per cent. Public sector settlements resulted in an increase of 3.9 per cent, significantly higher than the private sector increase of 3.3 per cent, and the highest increase compared to all sectors in both the small and medium size bargaining units. In the public sector, 44.1 per cent of employees were in the 4.0 per cent or higher wage adjustment category while 62.3 per cent of employees of the private sector were in the 3.0 to 3.9 per cent category. On an industry basis, the highest increase was recorded in the Education, Health and Social Services sector (4.3 per cent) and the lowest was noted in the Transportation sector (2.8 per cent).

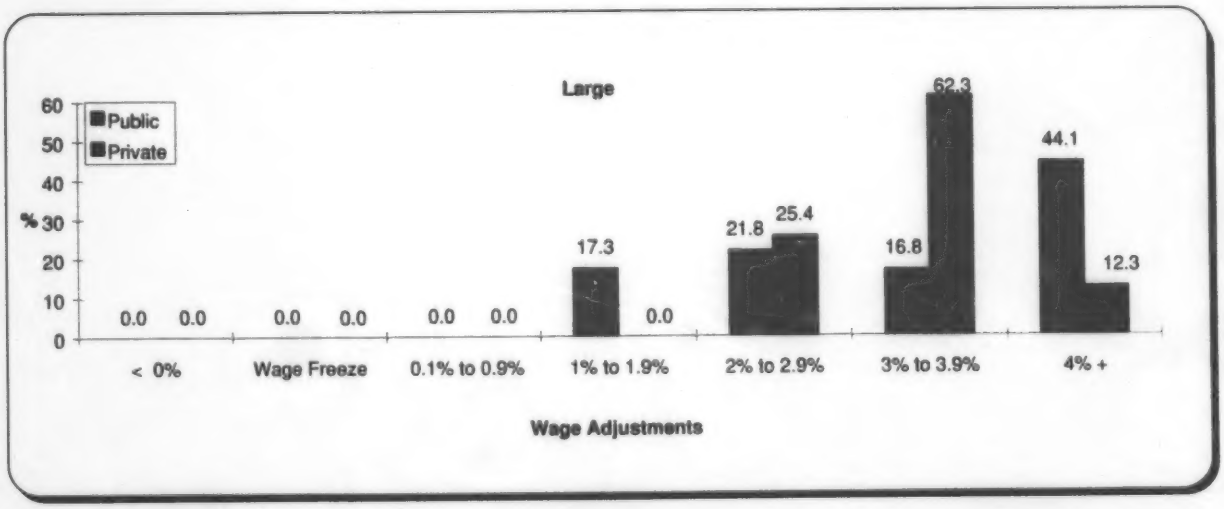
Third Quarter Average Wage Adjustments, by Public and Private Sectors



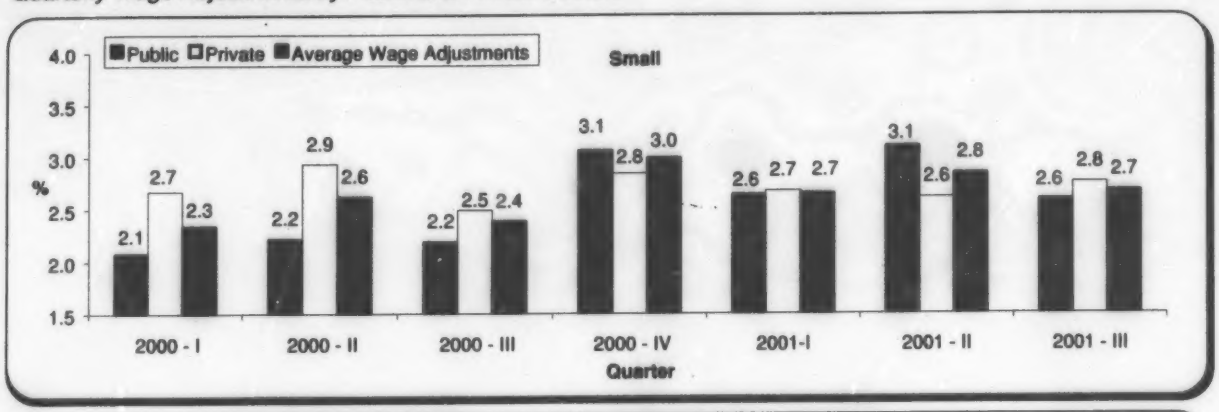
Third Quarter Wage Adjustment Distribution by Percentage of Employees and Public and Private Sectors

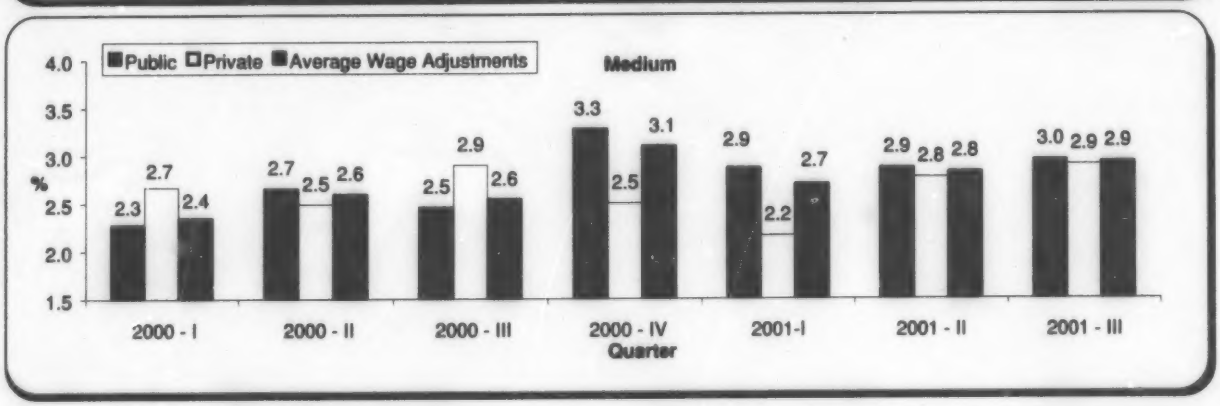


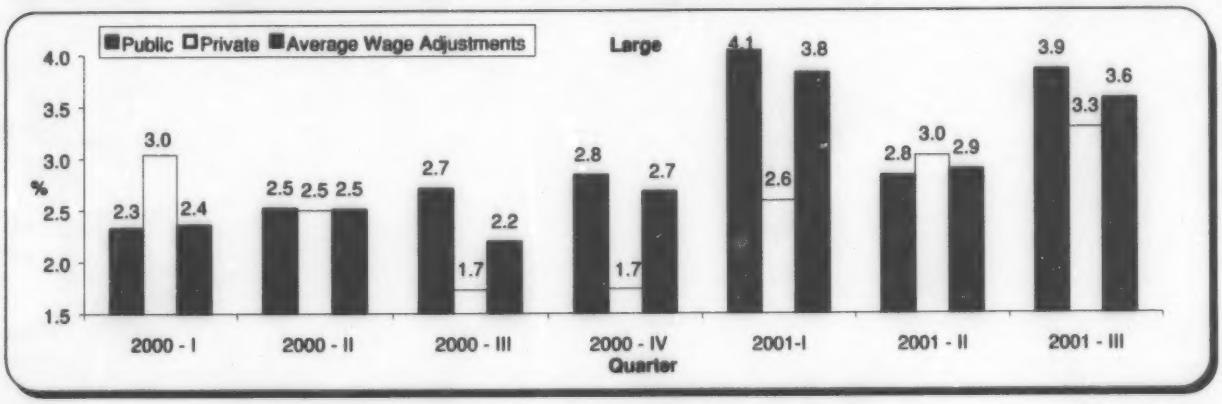


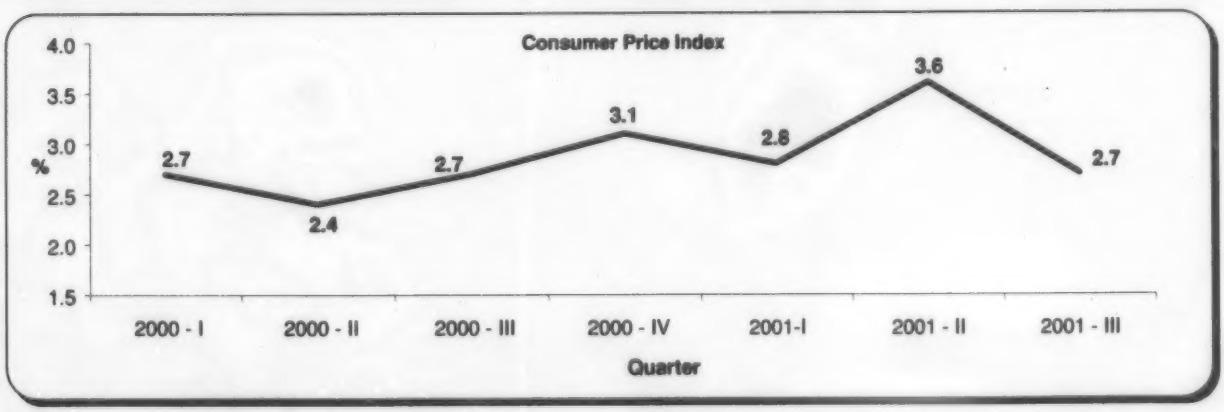


Quarterly Wage Adjustments by Public and Private Sectors

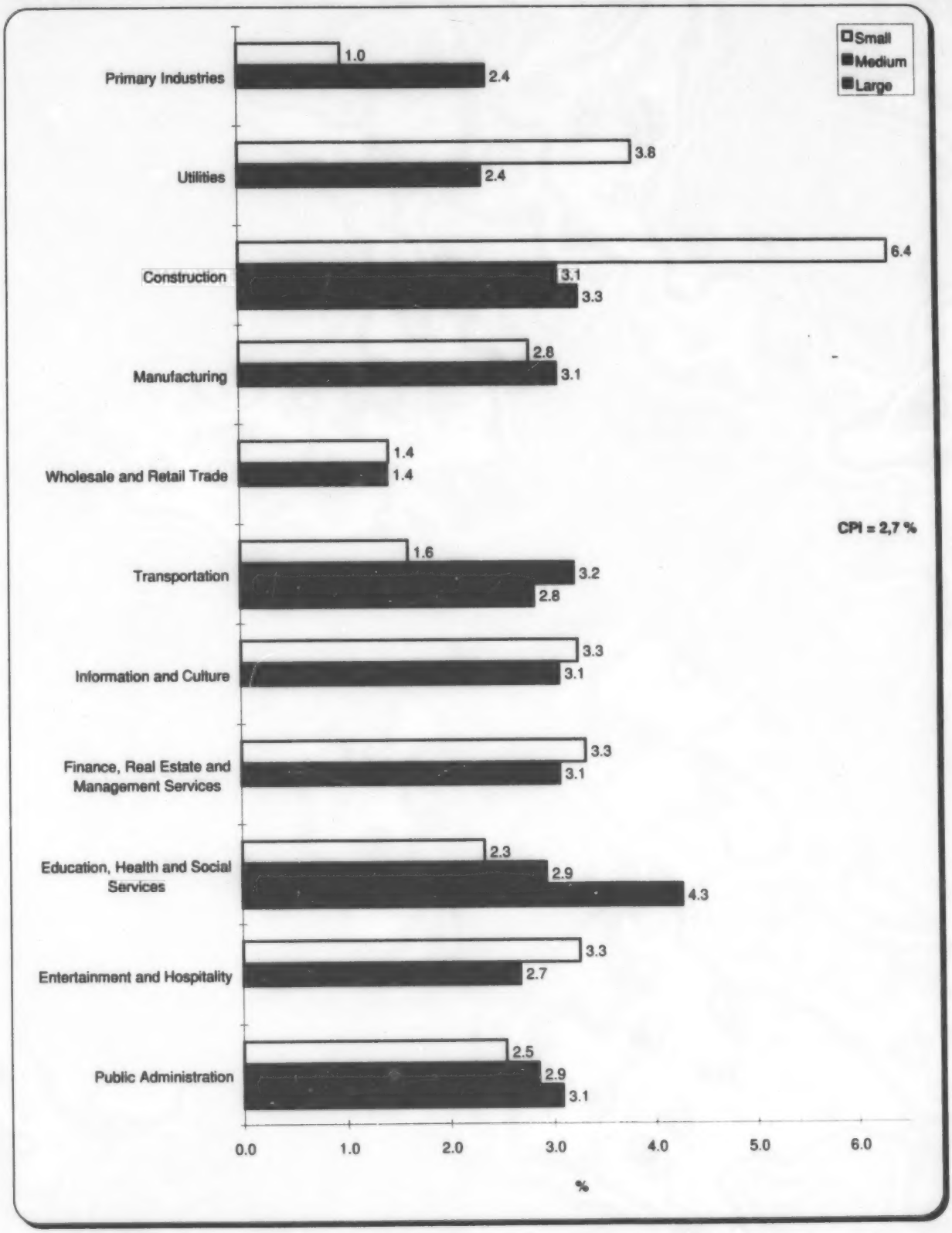








Third Quarter Average Wage Adjustments by Percentage of Employees and by Industry



SETTLEMENTS FROM SMALL BARGAINING UNITS, REACHED IN OCTOBER 2001

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Primary Industries (2 agreements)					
Abitibi Consolidated (division St-Félicien), woods operators, St-Félicien, Que.	130	1.9	1.7	72	2006/05/31
Line Creek Resources Ltd., mine employees, Elk Valley, B.C.	390	3.7	5.0	48	2005/05/31
Manufacturing (2 agreements)					
Coca-Cola Bottling Ltd., plant and maintenance employees, Montréal, Que.	450	2.2	2.3	48	2005/07/29
Olymel (Societe en commandite), plant and maintenance employees, Ste-Rosalie, Que.	460	2.3	3.5	60	2006/07/01
Wholesale and Retail Trade (1 agreements)					
The Bay, retail employees, Kamloops, B.C.	110	1.7	2.1	48	2004/01/31
Transportation (3 agreements)					
Saskatchewan Transportation Company, bus drivers, Regina, Sask.	210	2.2	3.0	48	2004/12/31
St. Lawrence Seaway Management Corporation, supervisors, Maisonneuve Region	100	2.7	2.0	36	2003/12/31
St. Lawrence Seaway Management Corporation, operational, South Shore Canal	430	2.7	2.0	36	2003/12/31
Education, Health and Social Services (1 agreements)					
Langara College, Instructors/Tutors/Lecturers, Vancouver, B.C.	430	2.6	2.0	36	2004/03/31
Entertainment and Hospitality (2 agreements)					
Richtree Markets Inc., hotel or restaurant employees, Toronto, Ont.	130	1.0	3.0	36	2003/12/26
Vancouver Opera, stagehands, Vancouver, B.C.	320	1.2 *	0.0	48	2004/06/30

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Published by the Authority of the Minister of Labour, Government of Canada.
©Minister of Public Works and Government Services Canada 2001. All rights reserved. No part of this publication may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, mechanical, photocopying, recording or otherwise without prior written permission of the Minister of Labour.
ISSN 1186-6640 Catalogue No. L12-20-1E